



UNIVERSITY
LONDON

Public Interest Disclosure (Whistleblowing) Policy and Procedure

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Public Interest Disclosure (Whistleblowing)

The University of London believes that if, by whatever means, information which is believed to show significant malpractice or impropriety within the University is discovered, then this information should be disclosed without the person making the disclosure fearing reprisal or victimisation for their action. This Policy & Procedure details how a disclosure can be made and describes the safeguards in place to protect the discloser from reprisal or victimisation.

If you wish to make a public interest disclosure, you must read and follow the procedure published on the University of London website.

University of London Public Interest Disclosure Policy and Procedure

1. POLICY STATEMENT

- 1.1 The University of London believes that if, by whatever means, information which is believed to show significant malpractice or impropriety within the University is discovered, then this information should be disclosed without the person making the disclosure fearing reprisal or victimisation for their action. This Policy & Procedure details how a disclosure can be made and describes the safeguards in place to

2. Who can make a public interest disclosure using this procedure?

2.1 Please note

8.2 Safeguards

8.2.1 **Good faith:** This procedure provides protection to those entitled to make a qualifying disclosure, providing that:

- The disclosure is made without malice.
- The person making the disclosure reasonably believes that it is made in the public interest.
- The disclosure is lawful *i.e.*, it is made in accordance with the provisions of this procedure and no offence is committed in making the disclosure.

8.2.2 **Protection from victimisation:** The University will not tolerate the victimisation of or retribution *against* anyone making a genuine disclosure even if they are ultimately shown to be mistaken. **Victimising employees or students or deterring them from**

Td2 Raising or reporting a serious concern (any of 232 which will be a breach of the Code of Conduct) 04

- 8.3.7 The Investigating Officer shall normally be a senior member of the University who is independent of the subject of the disclosure. In exceptional cases, an independent person, or persons from outside the University may be appointed to be the Investigating Officer.
- 8.3.8 The Investigating Officer shall investigate the matter within the terms set out by the Responsible Person.