



**PROTECTED DISCLOSURES
(Protection of Whistleblowers)
Act 2022 Policy**

RATIONALE

A Protected Disclosure is a declaration made by an employee where they believe serious wrongdoing has occurred. Employees making disclosures will be protected against retaliatory or disciplinary action and will not be liable for civil or criminal proceedings related to the disclosure.

Definition of Serious Wrongdoing

Serious wrongdoing for the purposes of this procedure includes any of the following:

1. Unlawful, corrupt, or irregular use of public funds or resources
2. An act or omission or course of conduct:
 - Which seriously risks public health or safety or the environment; or
 - that constitutes an offence; or
 - that is oppressive, improperly discriminatory, and grossly negligent or constitutes gross mismanagement; or,
 - constitutes serious risk to the maintenance of law.

Section 6 of the Protected Disclosures (Protection of Whistleblowers) Act 2022 provides that an Employee of an organization may disclose information in a manner provided by the Act if:

1. The information is about a serious wrongdoing in or by an organization and;
2. The Employee believes on reasonable grounds that the information is true or likely to be true and;
3. The Employee wishes to disclose the information so that the serious wrongdoing can be investigated and;
4. The Employee wishes the disclosure to be protected.

Condition of Disclosure

Before making a disclosure the employee should be sure the following conditions are met:

1. The information is about serious wrongdoing in or by the school
2. The employee believes on reasonable grounds the information to be true or is likely to be true.
3. The employee wishes the wrongdoing to be investigated.
4. The employee wishes the disclosure to be protected.

Who can make a Disclosure?

Any employee of the school can make a disclosure. For the purposes of this Procedure an employee includes:

1. Current employees and Principal.
2. Former employees and Principals.
3. Contractors supplying services to the school.

Protection of employees making Disclosures

An employee who makes a disclosure and who has acted in accordance with the Procedure outlined:

1. May bring a personal grievance in respect of retaliatory action from their employers.
2. May access the anti-discrimination provision of the Human Rights Act in request of retaliatory action from their employers
3. Are not liable for any civil or criminal Proceedings, or to a disciplinary hearing by reason of having made or referred to a disclosure.
4. Will subject to Clause 5 of the Procedure; have their disclosure treated with the utmost confidentiality.

The protections provided in this section will not be available to employees making allegations they know to be false or where they have acted in bad faith.

The Wesley College School Board approved this Policy August 2022.

This policy will be reviewed on / before the August meeting 2025.

PRESIDING MEMBER

25 August 2022

DATE