



## **Appendix X: Whistleblowing Supplement for SCITT / ITT Trainees**

### **Vantage North Humber Teacher Training (VNHTT)**

#### **X1. Purpose, Scope and Status**

This Appendix sets out how the St Cuthbert's Roman Catholic Multi Academy Trust (SCRCAAT) Whistleblowing Policy and Procedure applies to trainee teachers enrolled on Initial Teacher Training (ITT) programmes delivered through Vantage North Humber Teacher Training (VNHTT), including School-Centred Initial Teacher Training (SCITT) routes.

This Appendix:

- Forms an integral part of the Trust's Whistleblowing Policy and Procedure
- Must be read alongside the main policy
- Provides clarification specific to the position of SCITT / ITT trainees
- Does not replace, override, or dilute the main policy

The purpose of this Appendix is to ensure that whistleblowing arrangements for trainees are clear, accessible, and safe, reflecting:

- The Public Interest Disclosure Act 1998 (PIDA)
- Keeping Children Safe in Education (KCSIE)
- Ofsted's expectations for accredited ITT providers, including Effective Governance, Safeguarding, and Quality Assurance across partnership arrangements

#### **X2. Application of the Whistleblowing Policy to SCITT / ITT Trainees**

For the avoidance of doubt, the Trust's Whistleblowing Policy:

- Extends fully to Vantage North Humber Teacher Training (VNHTT); and
- Applies to all trainee teachers, including:
  - SCITT trainees
  - ITT trainees
  - Trainees based in partner schools not governed by SCRCAAT
  - Trainees regardless of funding route, employment status, or placement setting

This aligns with the Public Interest Disclosure Act 1998, which extends whistleblowing protections to "workers" in certain circumstances, including individuals undertaking training in workplace settings.



Accordingly, references within the main policy to:

“employees”, “workers”, or “others”

shall, for ITT purposes, be read as including:

“Employees, SCITT / ITT trainees (including those training under Vantage North Humber Teacher Training), and others.”

This clarification supports Ofsted's expectation that ITT providers ensure trainees understand how to raise concerns safely, including where placement arrangements span multiple schools or trusts.

### **X3. Status of SCITT / ITT Trainees for Whistleblowing Purposes**

The Trust recognises the dual professional status of SCITT / ITT trainees, who:

- Are not employees of the Trust or placement school; but
- Operate in workplace environments as part of their training; and
- Are subject to safeguarding, professional conduct, and academic assessment frameworks

For whistleblowing purposes, SCITT / ITT trainees are entitled to:

- Make disclosures in the public interest under PIDA
- Raise concerns relating to malpractice, safeguarding failures, academic misconduct, or abuse of authority
- Expect concerns to be addressed fairly, confidentially, and without detriment, when raised in good faith

Trainees are not expected to investigate concerns themselves and are not required to prove wrongdoing beyond holding a reasonable belief that a concern is well-founded.

### **X4. Reporting Routes for SCITT / ITT Trainees**

#### **X4.1 General Principles**

SCITT / ITT trainees may raise whistleblowing concerns using the route they believe is most appropriate and safest, taking account of their position as trainees and their relationship with placement schools.

Trainees are not required to raise concerns through their placement school where they believe that:

- The concern relates to the conduct or leadership of the placement school
- Raising the concern locally would be inappropriate or ineffective



- Doing so may place them at risk of academic or professional detriment

This reflects Ofsted expectations that ITT providers maintain clear escalation routes beyond placement schools.

#### **X4.2 Reporting Within VNHTT / the Trust**

A trainee may raise a whistleblowing concern directly with:

- The Head of VNHTT
- A Designated SCITT Programme Lead or senior VNHTT officer
- An appropriate senior Trust officer in accordance with Section 4.4 of the main policy

For the purposes of the Whistleblowing Policy, these individuals may act as the Receiving Officer.

#### **X4.3 Reporting Within Placement Schools**

Where appropriate, trainees may also raise concerns within their placement school, such as with:

- Their mentor or professional tutor
- The Designated Safeguarding Lead (DSL), particularly where safeguarding concerns arise

This does not remove the trainee's right to escalate the concern through VNHTT or the Trust.

#### **X5. Safeguarding Whistleblowing and SCITT / ITT Trainees**

Safeguarding concerns are treated as qualifying disclosures under the Whistleblowing Policy.

In line with Keeping Children Safe in Education (KCSIE):

- SCITT / ITT trainees must follow placement school safeguarding procedures immediately, including reporting to the DSL
- Trainees may also raise safeguarding concerns via VNHTT or the Trust where:
  - The concern involves school leadership
  - The trainee believes appropriate action has not been taken
  - The trainee feels unable to raise the concern safely within the school

This dual-route approach ensures compliance with statutory safeguarding guidance while protecting trainees operating across complex partnership arrangements.



## **X6. Protection from Detriment for SCITT / ITT Trainees**

In accordance with the protections set out in the Whistleblowing Policy and the Public Interest Disclosure Act 1998, no SCITT / ITT trainee who raises a concern in good faith should suffer detriment as a result.

For trainees, protection from detriment explicitly includes protection from unfair or adverse consequences relating to:

- Placement evaluations or judgements
- Academic or professional assessments
- Progression or continuation on the training programme
- Allocation, withdrawal, or termination of placements

Any detriment linked to whistleblowing may be treated as a serious matter under Trust, SCITT, or partnership arrangements.

## **X7. Confidentiality and Support**

The Trust and VNHTT will take all reasonable steps to protect the identity of trainee whistleblowers, recognising that trainees may be particularly vulnerable within placement schools.

Trainees will be:

- Kept informed of progress where possible
- Offered appropriate pastoral and professional support
- Signposted to trade unions or external advisory bodies where appropriate

## **X8. Record-Keeping, Governance and Oversight**

VNHTT and the Trust will maintain appropriate records of whistleblowing concerns raised by trainees and their outcomes, in a form that:

- Protects confidentiality
- Supports governance and quality assurance
- Meets Ofsted expectations for oversight of partnership arrangements and safeguarding culture

Whistleblowing arrangements for SCITT / ITT trainees will be subject to routine review as part of programme evaluation and partnership assurance activity.



### **X9. Review and Status of this Appendix**

This Appendix will be reviewed in line with the Whistleblowing Policy and updated as required to reflect changes in:

- Whistleblowing legislation (PIDA)
- Safeguarding guidance (KCSIE)
- Ofsted ITT inspection frameworks and expectations