

Name of policy/procedure/strategy: Public Interest Disclosure Policy	
School/Directorate: Department of Governance and Quality Enhancement	
Name of policy/procedure/strategy owner: Janice Bruce, Assistant Head Governance	
Date of Assessment: May 2015	
1. Briefly describe the aims, objectives and purpose of the policy/procedure/strategy.	<p>To set out the procedure to be followed for staff who wish to raise a concern about malpractice within the University as defined in the Employment Rights Act 1996 and the Enterprise and Regulatory Reform Act 2013.</p> <p>To encourage staff to raise genuine concerns about possible wrongdoing within the University with the assurance that the discloser will be protected in accordance with the provisions of the Employment Rights Act 1996.</p>
2. What are the intended outcomes?	To ensure fairness, equity and transparency in dealing with concerns raised under the Public Interest Disclosure Policy.
3. Who are the main stakeholders? (e.g. staff, students, visitors)	Court, Executive, Management and University Staff.
4. How does the policy/procedure/strategy take into account different needs and circumstances (e.g. Ethnicity: cultural sensitivities, plain English; Disability: Alternate/ accessible formats; Gender: inclusive to women and men; Sexual Orientation; Faith or Belief, religious practices; Age: needs of younger and older people)?	<p>This policy aims to support the principles of equality and diversity, and ensure that staff are not discriminated against through raising concerns under the Public Interest Disclosure Policy.</p> <p>This policy applies to all staff irrespective of personal characteristics or circumstances. However, the policy appears flexible in terms of taking into account the different needs of staff by providing alternative means of raising concerns and providing support and guidance to staff who wish to use the policy.</p>