



## Whistleblowing Policy for Students

### 1 Introduction and purpose

- 1.1 This De Montfort University (“the University”) policy on raising concerns in relation to malpractice respects the current legal requirements in accordance with the law and responds to concerns raised by students seriously.
- 1.3 Any Student (irrespective of their status)









## 5 Anonymous disclosures

5.1 Anonymous disclosures are not encouraged. Concerns expressed anonymously are much less powerful, but they may be considered at the discretion of the University. In exercising this discretion, the University will consider:

5.1.1 The seriousness of the issues raised including but not limited to whether it amounts to criminal misconduct or a breach of a statutory duty

5.1.2 Any information or evidence presented in support of the disclosure;

5.1.3 Data protection considerations e.g. the duty to process data fairly in the context of allegations about a named individual from an unknown informant;

5.1.4 And the likelihood of confirming the information from attributable sources.

5.2 The University reserves the right to take such action in response to anonymous disclosures as it considers appropriate.

5.3 If a Student is raising a concern anonymously a Student should be aware that the University will not be able to identify the Student and therefore will not be able to provide any feedback or support to the Student.



## 6 Data protection

- 6.1 A disclosure made under this policy is likely to identify an individual or individuals, or may lead to an investigation in which it is necessary to identify individuals. It will therefore involve the processing of personal data under the [Data Protection Act 2018](#) (DPA) and UK General Data Protection Regulation (GDPR). Depending on the nature of the allegations or information disclosed (g)-2Tw 12



6.5 Personal data gathered will be kept until the end of the investigation or any subsequent legal, regulatory or disciplinary proceedings and any necessary data will be retained securely for seven years after the close of the case or in accordance with the University's Records Retention Schedule. After the retention period has lapsed any personal data will be securely destroyed in accordance with the Information Handling Policy

## 7 Raising a concern, investigation and conclusion

7.127]The Student should request a meeting by emailing [casupport@dmu.ac.uk](mailto:casupport@dmu.ac.uk) or by contacting the Academic Support Office to arrange a meeting to discuss the matter with the Academic Support Office.



7.6.





- 8.3 If, having followed this policy, you are not satisfied with the steps taken, a Student may raise the matter confidentially with the [Office for Independent Adjudicator's](#) and inform the Academic Support Office of the referral via [acasupportoffice@dmu.ac.uk](mailto:acasupportoffice@dmu.ac.uk)

## 9 Malicious allegations and breaches of the policy

- 9.1 Where the University has grounds to believe that an allegation has been made maliciously or in bad faith without reasonable belief in its truth; or where an external disclosure is made in breach of this policy without reasonable grounds; or where a disclosure is made to an external body other than those set out in section 12 without reasonable grounds, disciplinary action may be taken against you, up to as per [Chapter 2 of the General Regulations](#).

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