

**Does your whistleblowing involve disclosing information about one of the following?**

That a criminal offence (or financial impropriety such as fraud) is being or is likely to be committed

That a person has failed, is failing or is likely to fail to comply with any legal obligation to which he is subject (including of the University's Statutes, Ordinances or Regulations)

That a miscarriage of justice has occurred, is occurring or is likely to occur

That the health or safety of any individual has been, is being or is likely to be endangered

That the environment has been, is being or is likely to be damaged, or

That any of the above has been, is being or is likely to be deliberately concealed.



**Yes**



**Are you a UEA worker?**

For whistleblowing, the law defines workers as

- Employees (or former employees), i.e., those who work under an employment contract
- Those who entered into a contract (including an oral contract or an implied contract) to personally provide work or services as long as this is not a professional–client or business–client relationship
- Those supplied by a third party intermediary on terms determined by the intermediary and/or UEA, i.e., agency workers

This is a summary that paraphrases the wording of the legislation. Whether or not someone is a worker is not always clear. If you are not sure whether you are a worker, you should seek legal advice. Note that some students are workers under this definition.



**No**

Your disclosure is not, on the face of it, protected by the Public Interest Disclosure Act 1998 and the UEA policy *Public Interest Disclosure: A Procedure for Staff to Raise Concerns about Malpractice* does not apply. However, other policies and procedures within UEA, such as those covering misconduct in research, may apply.



**No, but I am a student**

Please refer to *Reporting Wrongdoing at UEA: Our Student Whistleblowing Policy*.

Note that if you are a student who is also working for the NHS, including as a trainee or student midwife/nurse, and your concerns relate to an aspect of your work, then you may be protected by the Public Interest Disclosure Act 1998 when you raise concerns with the NHS. Please seek advice from your school of study in accordance with the policy *Raising and Escalating Concerns Relating to Practice*, or from your regulator.



**Yes, I am a worker at UEA**

Your disclosure is potentially protected by the Public Interest Disclosure Act 1998 if it is made in the public interest and you are not committing an offence by raising the concern. Please refer to the UEA policy *Public Interest Disclosure: A Procedure for Staff to Raise Concerns about Malpractice*. This policy applies to all workers including student workers.