



CATHOLIC EDUCATION
WESTERN AUSTRALIA

TO: The Principal
All Schools

FROM: Dr Edward Simons
Director Governance, Strategy and Digital Technology

SUBJECT: **WHISTLEBLOWER POLICY**

DATE: 7 May 2020

As Catholic Education Western Australia Limited (CEWA Ltd) is now an incorporated entity, we are required to comply with the *Corporations Act 2001* (Cth), including protections in the Act that were expanded last year by the introduction of the *Treasury Laws Amendment (Enhancing Whistleblower Protections) Act 2019* (Cth).

CEWA Ltd is required to implement a whistleblower policy that complies with the legal requirements referred to above. Accordingly, the Catholic Education Commission of Western Australia (CECWA) has approved the CECWA Whistleblower Policy (see link below), subject to review and any minor changes that result from that review. The Policy applies to all members of the broad CEWA Ltd community.

We are in final negotiations with a third-party service who will provide a confidential and independent service to receive valid whistleblower disclosures. The relevant contact details for that service will be provided as soon as possible. In the interim, anyone who wishes to make a whistleblower disclosure should speak to their line manager in the first instance. A disclosure of unacceptable conduct may then be made to an Eligible Recipient (as defined in the Policy) with the surety that the whistleblower may remain anonymous and will be protected from any actual or threatened retaliatory action, victimisation, reprisal, discrimination, harassment or adverse employment action for making a disclosure of reportable conduct.

This Policy must be promulgated with immediate effect. It is publicly available on CEWA's external website <https://www.cewa.edu.au/policy/whistleblower-policy/> and we require that you ensure that a link is provided to the Policy from your school's website.

In addition, we ask that you circulate the Policy as soon as possible to all your staff.

Any questions may be directed to Ainslie Perrigo, Manager – Strategy, Governance, Policy and Risk, Email: Ainslie.Perrigo@cewa.edu.au