



## **BPET Whistleblowing Policy**

Signed:	
Chair of Trust Board:	Claire Delaney
Approved:	2 November 2020
Review Period	2 Years
Review Date:	September 2023

## 1.0 Bellevue Place Education Trust – Our commitment

### Learn, Enjoy, Succeed

Every BPET child and staff member enjoys a broad (LEARN) and enriched (ENJOY) learning experience, enabling them to achieve far greater individual success (SUCCEED) than they might previously have thought possible.

#### Our Mission

To grow hubs of like-minded, autonomous schools, well-supported, all of which combine academic rigour with highly enriched opportunities that deliver a personalised approach to education and exceptional outcomes for all.

#### Our Difference

We are leading the way in delivering high quality education through a skills-based curriculum, applying the best of the independent and state sectors to deliver breadth of opportunity and pupil enrichment. We empower all our schools as individual entities that best meet the needs of the communities they serve and have a strong relationship with parents, who are our key partners in delivering the vision.

#### Our Promise

Every child is an individual. Our role is to nurture pupils' potential through a personalised approach to learning. BPET children are happy, independent, confident all-rounders. We encourage a 'be interested and be interesting' attitude in children and staff alike. We don't just teach; we want our pupils to have a passion to learn. Our focus is on all pupils, regardless of background or academic ability, focusing on pupils with Special Educational Needs as well as those who are more able.

## 2.0 Aims

Bellevue Place Education Trust is committed to the highest standards of openness, probity and accountability. It seeks to conduct its affairs as a responsible charity taking into account the requirements of the Public Interest Disclosure Act 1998 (updated August 2013). In line with that commitment we encourage employees and others with serious concerns about any aspect of Bellevue Place Education Trust's work to come forward and voice those concerns without fear of reprisals.

The Public Interest Disclosure Act gives legal protection to employees, trainees, agency staff and contractors against being dismissed or penalised by employers as a result of publicly disclosing certain serious concerns provided that they are disclosed under procedures identified in the Act.

The Act applies to people at work raising reasonably held and genuine concerns in good faith. You're protected by law if you report any of the following:

- a criminal offence, e.g. fraud
- civil offences (including negligence, breach of contract),
- someone's health and safety is in danger
- risk or actual damage to the environment
- a miscarriage of justice
- the company is breaking the law, e.g. doesn't have the right insurance
- you believe someone is covering up wrongdoing

It applies whether or not the information is confidential and extends to malpractice occurring overseas.

A whistle-blower is a person who raises a genuine concern relating to any of the above. If you have any genuine concerns related to suspected wrongdoing or danger affecting any of our activities (a whistleblowing concern) you should report it under this policy.

This policy should not be used for complaints relating to your own personal circumstances, such as the way you have been treated at work. In those cases, you should use the Grievance Policy.

This policy is designed to enable employees, trainees, agency staff and contractors to raise concerns or disclose information at a higher level than that which the individual believes shows malpractice. A disclosure in good faith to a manager, director or trustee will be protected if an individual has a reasonable suspicion that the malpractice has occurred, is occurring or is likely to occur. Disclosures will also be protected if made externally, for example to prescribed regulators such as the Charity Commission, HSE or Inland Revenue, provided that they comply with the provisions of the Act. Under the Act, employees of a charity may make a disclosure to the Charity Commission where the matter relates to the proper administration of the charity and of funds given or held for charitable purposes and they have reasonable grounds for concern.

### **3.0 Modern Slavery Act**

The Modern Slavery Act 2015 applies to all organisations, whatever the sector, which supply goods or services and which carry on a business or part of a business in the United Kingdom and whose global turnover exceeds £36 million. As a provider of education to seven free schools Bellevue Place Education Trust is committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. It is therefore vital that our employees are vigilant and report any circumstances where they believe the Act applies across our organisation.

### **4.0 Procedures**

Anyone concerned about an issue of malpractice should raise it with the Chief Executive or Headteacher, or if it concerns the Chief Executive or a matter relating to the trustees, the matter should be raised with the Chair of the Board of Trustees. If the issue relates to the Chair, this should be raised with the Vice Chair of the Board of Trustees.

Bellevue Place Education Trust will treat all such disclosures in a confidential and sensitive manner and carry out an investigation in cases where no reasonable explanation can be provided. The identity of the individual making the allegation will be kept confidential so long as it does not hinder or frustrate any investigation. However, the investigation process may reveal the source of the information and the individual making the disclosure may need to provide a statement as part of the evidence required. It will be the policy of Bellevue Place Education Trust to involve the police in cases involving possible criminal activity and the appropriate regulatory body where justified by the matter in hand. In all cases, the individual raising the concern will be informed of what action is to be taken and the outcomes of that action subject to any legal constraints. Bellevue Place Education Trust will do what it lawfully can to minimise any difficulties that an individual may experience as a result of raising a concern.

Anonymous allegations will be considered at the discretion of the Chief Executive, Vice Chair or Chair taking account of the seriousness and credibility of the allegation and the possibility of confirming it from attributable sources.

If an individual makes an allegation in good faith, which is not confirmed by subsequent investigation, no action will be taken against that individual. If, however, the investigation shows that an individual has made a malicious allegation, and particularly if he or she persists with making them, disciplinary action may be taken against the individual concerned, unless the particular case is in the public interest.

The Chief Executive will be responsible for monitoring the operation of this policy and for keeping records of any concerns raised under it.

As stated in Keeping Children Safe in Education, where a staff member feels unable to raise an issue with their employer in regard to pupil safety or feels that their genuine concerns are not being addressed, other whistleblowing channels may be open to them:

- General guidance can be found at- [Advice on whistleblowing](#)
- The [NSPCC whistleblowing helpline](#) is available for staff who do not feel able to raise concerns regarding child protection failures internally. Staff can call 0800 028 0285 – line is available from 8:00 AM to 8:00 PM, Monday to Friday and email: [help@nspcc.org.uk](mailto:help@nspcc.org.uk)