



Signed:	
Chair of Trust Board:	Claire Delaney
Approved:	1 September 2023
Review Period	3 Years
Review Date:	September 2026

1 Bellevue Place Education Trust | our commitment

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.

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

We are leading the way in delivering high quality education through skills-based and knowledge rich curricula, 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 families, who are our key partners in delivering the vision.

Every child is an individual. Our role is to nurture pupils' potential through a personalised

- 3.1 The aims of this policy are:
 - 3.1.1 To encourage staff to report suspected wrongdoing as soon as possible, in the knowledge that their concerns will be taken seriously and investigated as appropriate, and that their confidentiality will be respected.
 - 3.1.2 To provide staff with guidance on how to raise concerns.
 - 3.1.3 To reassure staff that they should be able to raise genuine concerns without fear of reprisals, even if they turn out to be mistaken.
- 3.2 This policy applies to all employees of Bellevue Place Education Trust, LAB members, consultants, contractors, casual and agency staff and volunteers (collectively referred to as staff in this policy).

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- 7.3 Whistleblowing concerns usually relate to the conduct of our staff, but they may sometimes relate to the actions of a third party, such as a contractor, supplier or service provider. In some circumstances the law will protect you if you raise a concern with the third party directly where you reasonably believe it relates mainly to their actions or something that is legally their responsibility. However, we encourage you to report such concerns internally first. You should contact your line manager or one of the other individuals set out in paragraph 4.2 for guidance.
- 8.1 Once you have raised a concern, we will carry out an initial assessment to determine the scope of any investigation. We will inform you of the outcome of our assessment. You may be required to attend additional meetings in order to provide further information.
- 8.2 In some cases, we may appoint an investigator or team of investigators including staff with relevant experience of investigations or specialist knowledge of the subject matter. We may in some circumstances, appoint an external person or body to investigate the concern. The investigator(s) will collate findings on the matter and may make recommendations for change to

treatment connected with raising a concern. If you believe that you have suffered any such treatment, you should inform one of the contact people in paragraph 4.2 immediately. If the matter is not remedied, you should raise it formally using our Grievance Procedure.

- 10.3 Staff must not threaten or retaliate against whistleblowers in any way. Anyone involved in such conduct will be subject to disciplinary action. In some cases, the whistleblower could have a right to sue an individual personally for compensation in an employment tribunal.
- 10.4 A confidential support and counselling hotline is available to whistleblowers via the BPET employee assistance provider. Details can be found at the end of this policy or from the school office.

This policy is reviewed every three years by BPET in consultation with our employees. We will monitor the application and outcomes of this policy to ensure it is working effectively.

Whistleblowing Officer	Mark Greatrex info@BPET.co.uk
Executive Headteacher or Director of Education for school based staff	Alison Colenso info@BPET.co.uk