



## Whistleblowing Policy (2026-2027)

### Bromley Technical School (BTS)

This policy for **Bromley Technical School (BTS)** is updated to comply with **Keeping Children Safe in Education (KCSIE) 2025**, the **Employment Rights Act 1996**, and the latest Department for Education (DfE) guidance on whistleblowing for schools.

**Academic Year:** 2026-2027 | **Effective From:** 1<sup>st</sup> September 2026 | **Next Review:** August 2027

## 1. Introduction and Purpose

Bromley Technical School is committed to the highest standards of integrity. This policy provides a framework for staff, contractors, and volunteers to raise concerns about serious wrongdoing (malpractice) in the public interest without fear of victimization or detriment. It complies with the **Public Interest Disclosure Act 1998 (PIDA)**.

## 2. Scope of Disclosures

Whistleblowing is different from a personal grievance. This policy applies to disclosures where a worker reasonably believes that one of the following is occurring, or has occurred:

- **Safeguarding Failures:** Failure to follow KCSIE 2025 standards or the "Low-Level Concerns" framework.
- **Criminal Activity:** Including fraud, bribery, or corruption.
- **Health and Safety:** Risks to the safety of pupils, staff, or the public.
- **Malpractice in Exams:** Breaches of JCQ/Awarding Body regulations for technical qualifications.
- **Miscarriage of Justice** or deliberate concealment of any of the above.

## 3. Safeguarding and "Low-Level Concerns" (2025 Update)

In line with **KCSIE 2025**, if a concern involves a member of staff's conduct toward a child, the worker should follow the **Safeguarding Policy** first.

- **Whistleblowing to the LADO:** If a staff member feels that a safeguarding allegation is not being handled correctly by the school, they have a **legal right and duty** to bypass school management and contact the Bromley Local Authority Designated Officer (LADO) directly.

## 4. Protection for Whistle-blowers

- **No Detriment:** The School guarantees that any worker who makes a "protected disclosure" in good faith will not suffer any professional detriment, such as dismissal, demotion, or harassment.
- **Confidentiality:** We will make every effort to protect the whistle-blower's identity. However, if an investigation requires the whistle-blower to act as a witness, this will be discussed in advance.
- **Anonymous Allegations:** These are discouraged as they are harder to investigate but will be considered at the discretion of the Headteacher/Proprietor based on the seriousness of the issue.

## 5. Reporting Procedure

### Stage 1: Internal Reporting

Concerns should be raised with the **Headteacher**. If the concern is *about* the Headteacher, it should be raised with the **Proprietor/Chair of Governors**.

- **Acknowledgment:** Within **3 working days**.
- **Initial Assessment:** To determine if the concern falls under whistleblowing or another policy (e.g., Grievance).

### Stage 2: Investigation

The School will appoint an investigator (internal or external). The whistle-blower will be informed of the progress and the anticipated timeline, subject to legal constraints and third-party confidentiality.

## 6. External Disclosures (Prescribed Bodies)

If the worker feels the internal process has failed or the matter is too serious, they may contact:

- **The NSPCC Whistleblowing Helpline:** 0800 028 0285 (For child protection concerns).
- **Department for Education (DfE):** Via the online contact form.
- **Ofsted/ISI:** For concerns regarding school standards or safety.
- **Protect (Whistleblowing Charity):** 020 3117 2520 (For free, confidential legal advice).

## 7. Modern Slavery and Supply Chains (2025)

As a technical school with diverse equipment suppliers, BTS encourages workers to whistle blow if they suspect **Modern Slavery** or labour exploitation within the school's supply chain, in accordance with the Modern Slavery Act 2015.

## 8. Key Contact Details

- **Headteacher:** Rufus Ogundijo
- **Proprietor:** Rt. Rev. AR Ogundijo | 0208 692 4947
- **Bromley LADO:** 020 8461 7775 | LADO@bromley.gov.uk

**Approved by:** [Rt. Rev. Akanmu Rufus Ogundijo {Head Teacher}]

**Date:** 1<sup>st</sup> September 2026

