



Bromley Schools' Collegiate Policy Document

Policy Name	Whistleblowing Policy
Date of Last Review	November 2025
Date of Next Review	November 2026
Reviewed Annually by	Consortium Management Board

Whistleblowing Policy

1. Purpose

This policy outlines the procedures for reporting concerns about malpractice, wrongdoing, or unethical behaviour within Bromley Schools' Collegiate. It ensures that all staff, trainees, mentors, and stakeholders can raise concerns safely and confidentially, in line with the Public Interest Disclosure Act 1998 and Ofsted expectations.

2. Scope

This policy applies to:

- Trainee teachers
- Programme leaders and tutors
- School-based mentors
- Administrative and support staff
- Partner schools and external stakeholders

3. What is Whistleblowing?

Whistleblowing is the act of reporting concerns about:

- Safeguarding failures or risks to children
- Breaches of professional conduct
- Fraud, corruption, or financial mismanagement
- Health and safety risks
- Discrimination, harassment, or bullying
- Breaches of Ofsted or DfE regulations

This policy is not for personal grievances (which should follow the complaints or grievance procedure).

4. Legal Protection

Individuals who raise concerns in good faith are protected under the Public Interest Disclosure Act.

Bromley Schools' Collegiate will not tolerate victimisation or retaliation against whistleblowers.

5. Reporting Procedure

Concerns should be raised as soon as possible through one of the following channels:

- **Designated Whistleblowing Officer:** Michelle Toner Scheme Manager

MRT@Hayes.bromley.sch.uk

- **SCITT Director** Derek Boyle

derekboyle@gradteach.uk

- **Safeguarding Lead** (within placement school)
- If the concern relates to the SCITT Director or the Scheme Manager, then these can be raised directly with Steve Whittle (Chair of the Consortium Management Board)
 - swh@lpgs.bromley.sch.uk

Reports may be made:

- Verbally
- In writing
- Anonymously (though this may limit the ability to investigate)

6. Investigation Process

- All concerns will be acknowledged within 5 working days.
- An initial assessment will determine whether a formal investigation is required.
- Investigations will be conducted confidentially and fairly.
- Outcomes will be communicated to the whistleblower where appropriate.

7. Escalation

If the concern is not addressed satisfactorily, individuals may escalate to:

- **Chair of the Consortium Management Board – Steve Whittle**
swh@lpgs.bromley.sch.uk
- **Local Authority Designated Officer (LADO)** for safeguarding concerns

8. Confidentiality

All disclosures will be handled with discretion. The identity of the whistleblower will be protected unless legally required to disclose it.

9. Monitoring and Review

This policy will be reviewed annually and after any whistleblowing incident. Training will be provided to staff and trainees to ensure awareness.