

BCPC Whistleblowing Policy

Purpose

This policy is designed to encourage and enable BCPC employees to raise serious concerns internally so that we can address and correct inappropriate conduct and wrongdoing. It applies to concerns that are in the public interest (not just personal), such as criminal activity, safeguarding failures, or other serious breaches of BCPC's legal or ethical responsibilities.

What is Whistleblowing?

Whistleblowing is the reporting of suspected wrongdoing or dangers in relation to our organisation's activities and is governed by the Public Interest Disclosure Act 1998.

This can include:

- Criminal offences (e.g. fraud, abuse)
- Safeguarding concerns about students or staff
- Breaches of legal obligations
- Health and safety risks
- Misuse of funds or resources
- Covering up wrongdoing

How does Whistleblowing differ from a grievance?

Personal grievances are those concerns that affect the individual personally and include matters such as:

- Unfair dismissal
- Discrimination
- Harassment or bullying
- Breach of employment contract

This BCPC Whistleblowing policy is not for staff who have a personal grievance unless the grievance involves a wider public interest. Grievances should be addressed through the BCPC Staff Grievance Procedure (2025) which can be found in the BCPC Team Site - Training\STAFF\Staff Policies

Raising a Concern

Concerns should be raised as soon as possible with the BCPC Director.

Concerns will be acknowledged within 5 working days and if appropriate taken to the BCPC Chair of Trustees.

Should your concerns relate to the actions of the BCPC Director then please contact the BCPC Chair of Trustees on trustees@bcpc.org.uk

Whistleblowing Lead: BCPC Director

Email/Phone: rhianwengilson@bcpc.org.uk / 01225 429720

Confidentiality

All concerns will be treated sensitively and, where possible, confidentially. You can raise concerns anonymously, but doing so may limit BCPC's ability to investigate effectively.

Protection for Whistleblowers

BCPC is committed to protecting whistleblowers from detriment or dismissal. If you raise a concern in good faith, you will not be penalised, even if it turns out to be unfounded.

Review and Monitoring

This policy is reviewed every two years or following any significant changes in legislation or practice.

Ownership:	Reviewed & Updated:	Next Review Due:
Director	November 2025	November 2027