



Policy Document – Whistleblowing

The Legislation

Whistleblowing legislation was introduced under the Public Interest Disclosure Act 1998 (PIDA) to encourage employees to come forward with disclosures of criminal behaviour or malpractice, without fear of reprisal or dismissal.

Within the Act:

The categories of malpractice are extremely wide and include:

- Criminal offences
- Miscarriages of justice.
- Danger to the health & safety of any individual
- Damage to the environment
- Breach of any legal obligation
- Sexual Harassment
- Deliberate concealing of information about any of the above.

This policy is underpinned by:

- **Public Interest Disclosure Act 1998 (PIDA)**
- **Employment Rights Act 1996**, as amended
- **Employment Rights Act 2025 (effective 6 April 2026)**
- Relevant ESFA, Ofqual and safeguarding requirements

From **6 April 2026**, disclosures relating to **sexual harassment** are explicitly protected in law as a standalone category of wrongdoing.

It is important to Brighter Horizons Training that any fraud, misconduct or wrongdoing by employees or people engaged in the organisation's business, is reported and properly dealt with. The Company, therefore, encourages all individuals to raise any concerns that they may have about the conduct of others in the Company or the way in which the business is run.

Brighter Horizons Training recognises that honest and effective communication is essential if malpractice is to be dealt with effectively and the organisation's success is ensured.

Whistleblowing relates to all those who work within or with the Business who may from time to time think that they need to confidentially raise with someone, certain issues relating to the organisation or individuals.

Whistleblowing is separate to the complaint procedure, however initially the following communication should be followed:



- Report any concerns to the Director of Learning & Development (Sam Page 074711 00985). If this is not possible then it should be reported to the company Director (Antonia Ogden – Meade 079805 86622) at any time.
- Should any further advice or are unsure if the Public Interest Disclosure Act will protect you, you can contact Public Concern at Work, know as “**Protect**” on 0203 1172520 or or [Contact our Advice Line - Protect - Speak up stop harm](#). From 7 April 2026, concerns relating to breaches of employment rights may also be reported to the **Fair Work Agency** [Contact the Fair Work Agency - GOV.UK](#)
- For any matters that are in relation to qualifications and examinations should be reported to OFqual, Office of Qualifications and Examinations Regulation:

Whistleblowing and malpractice
 Complaints investigation Manager
 Ofqual
 Earlsdon Park
 53-55 Butts Road
 Coventry CV1 3BH

Tel: 0300 303 3344
 Email: whistleblowing@ofqual.gov.uk

- For any matters relating to a post-16 education or a training provider this should reported to DFE:
 Complaints Team
 Department for Education
 Cheylesmore House
 Quinton Road
 Coventry
 CV1 2WT
[Home - Customer Help Portal](#)

This policy was devised by

Mobius Partners Limited T/A Brighter Horizons Training

Date	By Whom	Summary of Update	Date to be reviewed
January 2020	Antonia Ogden-Meade	<ul style="list-style-type: none"> • Devised & implemented 	January 2022
February 2022	CJ Silverlock	<ul style="list-style-type: none"> • Personnel updates 	February 2023
September 2023	Jenny Rollinson	<ul style="list-style-type: none"> • No changes required 	September 2024



October 2024	Sam Page	<ul style="list-style-type: none">• No changes required	October 2025
November 2025	Kathryn Belmore	<ul style="list-style-type: none">• Contact details checked and updated	November 2026
April 2026	Kathryn	<ul style="list-style-type: none">• Updated in line with employment law changes 6th April	April 2027