



## BUDAPEST BRITISH INTERNATIONAL ACADEMY WHISTLEBLOWING POLICY

### Introduction

The Whistleblowing policy in BBIA aims to provide a way for employees, students, and others to report concerns, misconduct, or illegal activities within the school without fear of consequences. This policy is crucial for maintaining a safe and ethical environment and informs how BBIA faculty and staff can report problems and concerns about a colleague's behaviour and/or actions towards students, young people or fellow staff members.

### Goals

The school adheres to the UK whistleblowing policy advice and procedures that enable staff to raise and report concerns relating to:

- **crime;**
- **a miscarriage of justice;**
- **illegality;**
- **health and safety;**
- **environmental or property damage;**
- **unauthorised use of public funds;**
- **concealing or attempting to cover up any of the above.**

### When is it appropriate to use the policy

The whistleblowing policy and procedures may be used by anyone employed by the school in a paid or voluntary capacity who believes they have reason to suspect that the conduct of an employee is unethical, illegal, dangerous, harming a child, or putting a child at risk of harm (physically or emotionally).

### Reasons for reporting a concern

Everyone must take responsibility for ensuring that all students are well treated. Whistleblowing can uncover poor practice from being unnoticed and also can support the member of staff who is the subject of the concern, as their conduct may result from inexperience or lack of training that can be addressed by the school, or they may be under stress and be relieved when their conduct is questioned. Improper staff conduct towards children must be reported for the benefit of the students and the entire school.



## Barriers to whistleblowing

If one is concerned that they have insufficient evidence to raise a concern or that it may impact their job or position, or even reputation, they can rest assured that whistleblowing procedures address these issues. The Public Interest Disclosure Act 1998 (UK) protects employees from reprisals for public interest whistleblowing. In Hungary, a solicitor or non-government organisation can provide all information about one's legal position with regards to whistleblowing.

## Confidentiality and anonymity

Each raised concern is strictly confidential and the whistleblower's identity will not be disclosed. On the other hand, full confidentiality cannot be guaranteed if, as a result of an investigation, one is required to provide a witness statement. However, a concern can also be raised anonymously. The school will fully support the whistleblower and do all it can to protect them from any consequences that may result from whistleblowing.

## Reporting concerns procedure

The whistleblower may record in writing what they have observed or heard that is causing concern. Another way is to report the concern verbally. Using sound judgment and knowledge of the safeguarding and child protection procedures may help in deciding whether to report a concern.

## Whom to address with a concern or issue

**Report the concern directly to the School Principal (Sreyashi Das: +36 205780779 or sreyashidas@bbiacademy.net). The concern can also be reported to the Vice Principal (Ellie Byrne: +353 86 871 6725 or elliebyrne@bbiacademy.net).**

**In case the Principal or a Vice Principal is the subject of concern, report the concern directly to the School Owners: Drazen Latinovic (+36703834466) and Branca Latinovic (+36305635528).**

The BBIA Whistleblowing Policy aligns specifically with national and international best practices while considering the school's particular specific needs and circumstances. Employees, students, and other stakeholders are at all times encouraged to come forward and speak up if or when they suspect any wrongdoing, as this helps maintain a culture of transparency and accountability within our school.

Budapest June 2025

Date to be reviewed: June 2027 or as required