

Whistle Blowing Policy

Rationale

Staff must acknowledge their individual responsibility to bring matters of concern to the attention of the Manager/Directors and any other agencies.

You may be the first to recognise something is wrong but may not be able to express your concerns out of a feeling that you would be disloyal to your colleagues or you may fear harassment or victimisation. These feelings, however natural, must never result in a child continuing to be unnecessarily at risk. Remember – it is often the most vulnerable children who are targeted. These children need someone like you to safeguard their welfare.

Don't think what if I am wrong – Think what if I am right

Reasons for Whistle Blowing

- Each individual has a responsibility for raising concerns about unacceptable behaviour or practice
- To protect the problem worsening or widening
- To protect or reduce risk to others
- To prevent becoming implicated yourself

What stops people from Whistle Blowing?

- Starting a chain of events which spiral
- Disrupting work
- Fear of getting it wrong
- Fear of repercussions or damaging careers
- Fear of not being believed

How to raise concern

- You should voice your concerns or uneasiness as soon as you feel you can.
- Try to pinpoint exactly what practice is concerning you and why
- Bring matters of concern to the attention of the Manager
- If your concern is about the manager then you need to report it to the Directors
- If you feel the need to take your concern to someone out of the setting then you must contact the Local Authority Designated Officer (LADO) by email LADO@iow.gov.uk or call 01983 823723
- Make sure you get a satisfactory response – don't let matters rest
- Ideally, you should put your concerns in writing, outlining the background and history, giving names, dates and places where you can (Appendix A)
- A member of staff is not expected to prove the truth of the allegation but will need to demonstrate sufficient grounds for concern

Any member of staff who is the subject of allegations will be suspended from duty immediately on full pay. Suspension is not a presumption of guilt. Suspension from duty allows time and space for a full investigation to take place. Suspended staff members will receive appropriate support and will be kept informed of the processes. An interview with the staff member would normally form part of the investigation process.

Further advice and support

It is recognised that Whistle Blowing can be difficult and stressful. All staff who are involved in reporting suspicions of abuse will be supported appropriately.

Advice and support is available from the Manager, Directors and Local Authority.

(see Appendix 8)

Persons responsible for implementing this policy:

Erica Dunwell/Heather Bishop/Rosalind Moreno – Newport

Erica Dunwell/ Heather Bishop– Sandown

Erica Dunwell/Becky Kujabi – Wootton

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