

Whistle blowing Policy

Whistle blowing is the mechanism by which adults can voice their concerns, made in good faith, without fear of repercussion.

A qualifying disclosure is made in accordance with this section if the worker makes the disclosure in good faith—

(a) To his employer, or

(b) Where the worker reasonably believes that the relevant failure relates solely or mainly to—

(i) The conduct of a person other than his employer, or

(ii) Any other matter for which a person other than his employer has legal responsibility, to that other person.

(2) A worker who, in accordance with a procedure whose use by him is authorised by his employer, makes a qualifying disclosure to a person other than his employer is to be treated for the purposes of this Part as making the qualifying disclosure to his employer.

Adults who use the whistle blowing procedure are made aware that their employment rights are protected.

Adults should acknowledge their individual responsibilities to bring matters of concern to the attention of senior management and/or relevant external agencies. This is particularly important where the welfare of the children may be at risk.

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