

Families Fighting for Justice and O.L.L.Y

Safeguarding Whistleblowing Policy

**Review date
March 2024**

Whistle blowing policy to Safeguard and promote the welfare of children

Introduction

Improving the way in which people and organisations safeguard and promote the welfare of children is crucial to improving outcomes for children and young people and key local organisation named under section 11 of the Children Act 2004, have a duty to demonstrate that they have effective arrangements in place within their organisation to safeguard and promote the welfare of children. Keeping Children Safe in Education (2018) makes clear what arrangements must be in place within an organisation to safeguard and promote the welfare of children The Governing Body must demonstrate that it has an effective whistle blowing process in place and that the volunteers and students are aware of this process.

Policy Statement

Families Fighting for Justice and OLLY expects all volunteers, student including adults working with children and young people, contractors, or external agencies to express any concerns that they may have with regards to the conduct of any individual(s).

Families Fighting for Justice and OLLY is committed to the highest standards of openness, integrity, and accountability. All persons within this organisation must feel safe and supported to express their concerns.

This policy document is intended to encourage and enable our volunteers and students to raise their concerns and to do so without fear of victimisation or discrimination. It does not replace the Complaints Procedure or the Safeguarding including Child Protection Policy or the organisation's standard procedures for reporting allegations of concerns about volunteers or students. It is supplementary to the organisations Whistle Blowing Policy regarding other forms of malpractice covered under the 'Public Interest Disclosure Act'.

The Public Interest Disclosure Act (PIDA) protect the public interest by providing a remedy for individuals who suffer workplace reprisal for raising a genuine concern, whether it is a concern about child safeguarding and welfare systems, financial malpractice, danger, illegality, or other wrongdoing. The concern may relate to something that is happening or has happened in the past.

Aims

This policy aims to:

- Encourage adults working within the organisation to feel confident in raising concerns;
- Provide a process by which concerns can be raised and dealt with;
- Receive feedback on the process (where appropriate); and

- Provide a means by which the volunteers and students can receive support where concerns have been raised.

What does the safeguarding whistle blowing policy cover?

This policy is designed to cover concerns that volunteers and students have about the conduct of individuals in a position of trust within the organisation which could be detrimental to the safety or wellbeing of a young people and what volunteers or students, for whatever reason, **feel unable** to raise them under the organisations standard child protection procedures around dealing with such allegations. It would include issues about.

- Unprofessional behaviour
- Bullying by other students or volunteers
- Any form of abuse (physical, sexual, emotional or neglect)
- Name Calling
- Personal contact with children and young people which is contrary to the organisations policies and codes of conduct.
- Any form of racial abuse
- Inappropriate sexualised behaviour
- Knowledge about an individual's personal circumstances which may indicate that they could be a risk to children or unsuitable to work with children.

Please be mindful that these are examples of concerns and are not exhaustive.

Safeguarding against harassment or victimisation

Families Fighting for Justice and O.L.L.Y is committed to professional standards and to supporting its students and volunteers. It is recognised that the decision to report a concern is a difficult one to make. Harassment or victimisation will not be tolerated and Families Fighting for Justice and O.L.L.Y will take appropriate action to protect the person raising the concern when they are acting in good faith.

Confidentiality

All concerns will be treated in confidence, however, there may be a need for the whistle blower to give evidence for example if they have witnessed a crime or regarding disciplinary procedures if this is the outcome.

False Allegations

If a volunteer or student raises a concern in good faith, which is not confirmed by an investigation, no action will be taken. However, if a concern is raised maliciously, disciplinary action may be taken.

How to raise a concern

You should voice your concerns, suspicions, or uneasiness as soon as possible to the Lead Session Worker or Jean Taylor Founder

If you have any concerns about whistle blowing you can contact the Ofsted Whistle blowing hotline on 0300 123 3155 or alternatively email your concerns to [**whistleblowing@liverpool.gov.uk**](mailto:whistleblowing@liverpool.gov.uk)