

# Whistleblowing Policy

This policy applies to ALL employees, whether that be full-time, part-time, voluntary or work experience. It is the duty of ALL staff members to express any concerns or issues to a senior member of staff as soon as anything is noticed that could raise concern.

## What is Whistleblowing?

Whistleblowing is a term used when someone who works in or for an organisation wishes to raise concerns about malpractice in the organisation.

Whistleblowing encourages and enables staff to raise serious concerns within the setting, rather than overlooking a problem or “blowing the whistle” outside.

FACEvents is committed to the highest possible standards of openness, probity and accountability.

Making a disclosure in the public interest (whistleblowing) is essential for keeping children safe in the setting and to ensure good quality practice across the setting.

## What is the aim of the Policy?

- To encourage you to feel confident in raising concerns and to question and act upon concerns and practise.
- To provide avenues for you to raise concerns in confidence and receive feedback on any action taken.
- To reassure you that you will be protected from possible reprisals or victimisation if you have a reasonable belief that you have made a disclosure in good faith.
- To ensure that you receive a response to your concerns and that you are aware of how to pursue them if you are not satisfied.

## What can I report?

- A criminal offence
- Failure to comply with any legal obligation
  - A miscarriage of justice
- Danger to health and safety of an individual and/or environment
- Bullying, humiliation, discrimination, poor practice, unsafe practice, abuse or neglect
  - Deliberate concealment of information about any of the above

### Who should I report to?

All concerns should be reported to YOUR manager. If this is not possible due to the nature of the concern, your next point of contact should be the DSP or deputy DSP. In the event that none of these avenues are suitable, Ofsted can be contacted directly by email- [whistleblowing@ofsted.gov.uk](mailto:whistleblowing@ofsted.gov.uk) or by phone on 0300 123 1231.

Another avenue you can use is the NSPCC, more information on this can be found on their website:

<https://www.nspcc.org.uk/keeping-children-safe/reporting-abuse/dedicated-helplines/whistleblowing-advice-line/>

You can also contact the LADO/DOFA for the area: please also see the Recording and Reporting Safeguarding allegations about a staff member.

WILTSHIRE	READING	WOKINGHAM
Designated Officer for Allegations ( <b>DOFA</b> )	Local Authority Designated Officer ( <b>LADO</b> )	Local Authority Designated Officer ( <b>LADO</b> )
Call MASH <b>0300 456 0108</b> Select Option 3 then 4	<b>0118 937 2684</b>	<b>0118 974 6141</b>
<a href="mailto:dofaservice@wiltshire.gov.uk">dofaservice@wiltshire.gov.uk</a>	<a href="mailto:LADO@reading.gov.uk">LADO@reading.gov.uk</a>	<a href="mailto:LADO@wokingham.gov.uk">LADO@wokingham.gov.uk</a>

FACEvents recognises that the decision to report a concern can sometimes be a difficult one to make. If what you are saying is true, then you should have nothing to be worried about as you will be doing your duty to your employer and those for whom you provide a service. Fear of getting information incorrect or being disbelieved may lead to concerns being ignored and an issue not raised.

All concerns should be recorded and agreed in writing & will be investigated and resolved as quickly as possible.

Don't think "what if i'm wrong?", think, "what if im right?"

FACEvents will not tolerate any harassment or victimisation (including informal pressures) and will take appropriate action to protect you when you raise a concern in good faith, that you will not suffer any personal detriment as a result of raising any genuine concern about misconduct or malpractice within the setting.

### Low Level Concerns

All concerns that are reported are recorded; low level concerns that may not be reported or investigated, but monitored will also be recorded on the FACEvents google drive.