



WHISTLEBLOWING POLICY

BEING Outdoors CIC operates with the highest standards of honesty and integrity and aims to ensure that the highest standards of care are always maintained for all children and staff, and that parents feel confident in staff members' abilities. Children must be kept safe as outlined in our child protection and safeguarding policy.

It is therefore vital that we have a transparent culture within our setting where everyone feels able to raise any concerns they may have. If any staff member has concerns regarding the way children are being cared for or regarding the practice of another member of staff / volunteer, then they must report them to their line manager or Designated Safeguarding Lead. All concerns raised will be taken seriously and fully investigated. They can be contacted as follows:

Rachel
DESIGNATED SAFEGUARDING LEAD
07970 644753
rach@beingoutdoorscic.org

Graham
DEPUTY SAFEGUARDING LEAD
07790 280724
graham@beingoutdoorscic.org

1. Duty to report misconduct

The following are scenarios which must be reported by you:

- Where a criminal offence has been committed, is being committed or is likely to be committed;
- Where a person has failed, is failing or is likely to fail to comply with legal obligations to which he or she is subject;
- Where a miscarriage of justice has occurred, is occurring or is likely to occur;
- Where the health or safety of an individual has been, is being or is likely to be endangered;
- Where the environment has been, is being or is likely to be damaged.

The aim of this Policy is to enable you to share your concerns about any wrongdoings, as previously identified, in the workplace. If you raise such concerns, you will be protected by law if you have a reasonable belief that the wrongdoing is being committed, has been committed or is about to be committed.

However, if wrongful, reckless or malicious allegations are made then this may result in disciplinary Action which may include summary dismissal on the grounds of gross misconduct. False allegations can of course threaten a career, which is why such sanctions are necessary against an accuser of this type.

2. Procedure

If you have an honest and reasonable belief that some sort of malpractice is happening or contemplated, either by BEING Outdoors CIC or during its programmes, you should immediately discuss your concerns with your Line Manager, including the nature of the complaint, who was involved, date and your concerns - unless for any reason it is inappropriate in the circumstances to do so. They will try to resolve the matter promptly.

You may be asked to put your concerns in writing if this is appropriate. In all cases the matter will be discussed fully with you, to address the concerns and in strict confidence.

The Line Manager will respond to the concerns within 10 working days including how the concerns were investigated, the conclusions and who to contact if you are still not satisfied.



If you are not satisfied with the decision, or the proposed actions suggested by your Manager, or if it is inappropriate to involve that person you should refer the matter to a Director who will meet and record a written statement agreed with you and take further action.

If a staff member feels unable to discuss the matter with their line manager, or Director then they can:

- make a referral to the Derby and Derbyshire Safeguarding Board by completing the Derby and Derbyshire LADO form on their website and can also find further information about local procedures at Professional.Allegations@Derbyshire.gov.uk
- contact Ofsted directly on 0300 123 3155 or via email: whistleblowing@ofsted.gov.uk
- contact the NSPCC whistleblowing helpline which is also available for staff who do not feel able to raise concerns regarding child protection failures. Staff can call: 0800 028 0285 – line is available from 8:00 AM to 10:00 PM, Monday to Friday 9:00am-6:00pm weekends and Email: help@nspcc.org.uk

3. Protection of identity

BO CIC will do as much as is reasonably possible to preserve the anonymity of anyone reporting their suspicions. There may also be occasions when anonymity must be waived because of the nature of any such allegations.

BO CIC will use all reasonable endeavours to ensure that if you have made a bona-fide complaint under this procedure you will not be subjected to any detrimental treatment because of that disclosure.