



## Whistleblowing Policy

Ecclesall Kids Club is committed to the highest standards of openness, probity and accountability. If a member of staff discovers evidence of malpractice or wrongdoing within the Club, they can disclose this information internally without fear of reprisal. Our Whistleblowing policy is intended to cover concerns such as:

- Financial malpractice or fraud
- Failure to comply with a legal obligation
- Dangers to health and safety or the environment
- Criminal activity
- Improper conduct or unethical behaviour
- Sexual Harassment – (Please read Sexual Harassment policy)
- Sexual abuse or inappropriate behaviour with children is also covered under our Safeguarding Policy, you are advised to read that in conjunction with this policy.

This policy should not be used to question business decisions made by the Club, or to raise any matters that are covered under other policies (eg discrimination or racial harassment). Any allegations relating to child protection will follow the procedures set out in the Safeguarding Children policy. Any concerns relating to the employment conditions of an individual member of staff should be raised according to the procedures set out in the Staff Grievance policy.

### Raising a concern

Ideally the staff member should put his or her allegations in writing, setting out the background to the situation, giving names, dates and places where possible, and the reason why they are concerned about the situation.

In the first instance concerns should be taken to the Club's Play Manager. If, due to the nature of the problem, this is not possible, concerns should be raised with the Club's Business & HR Manager and if this is not appropriate, the Management Committee Safeguarding Lead currently (Chair of the Committee)

If this person or body is unwilling or unable to act on the concern, the staff member should then raise it with:

- Ofsted (if it concerns the safe and effective running of the club)
- The Local Authority Designated Officer (LADO) or the Sheffield Safeguarding Childrens Partnership (if it concerns a child protection issue and is not already covered by the procedure set out in the Club's Safeguarding Children policy)
- Ultimately, with the police (if a crime is thought to have been committed)

If the member of staff is still uncertain about how to proceed with the concern, he or she can contact the whistle-blowing charity **PROTECT** (formerly PCAW - Public Concern at Work) for advice.

### Responding to a concern

Initial enquiries will usually involve a meeting with the individual raising the concern, a written statement and the person considering the case will decide whether an investigation is appropriate and, if so, what form it should take. If a concern relates to issues which fall within the scope of other policies, it will be addressed under those policies.



If the initial meeting does not resolve the concern, further investigation is required. The appropriate person will investigate the concerns thoroughly, ensuring that a written response can be provided within ten working days, where feasible, or if this is not possible, giving a date by which the final response can be expected. The response should include details of how the matter was investigated, conclusions drawn from the investigation, and who to contact if the member of staff is unhappy with the response and wishes to take the matter further.

### **Rights and responsibilities of the whistle-blower**

All concerns will be treated in confidence and the Club will make every effort not to reveal the identity of anyone, raising a concern in good faith. At the appropriate time, however, the member of staff may need to come forward as a witness.

If a member of staff raises a concern in good faith which is then not confirmed by the investigation, no action will be taken against that person.

If the investigation concludes that the member of staff maliciously fabricated the allegations, disciplinary action may be taken against that person.

### **Contact information**

If your concern is regarding colleagues or superiors and involves Safeguarding issues, sexual abuse or inappropriate behavior with children please refer to the procedure and the contacts section in the Club Safeguarding policy and Sheffield Children's Safeguarding Partnership (SCSP) Procedures including contacting the LADO.

If you do not feel able to follow You can also contact Ofsted or the National Society for the Prevention of Cruelty to Children (NSPCC). The NSPCC is also a prescribed person for providing protection to those making any disclosures about child welfare and protection.

If you're an employee and you want to whistle blow to Ofsted:

- Call the whistleblowing hotline on 0300 1233155 (8am to 6pm, Monday to Friday)
- Email [whistleblowing@ofsted.gov.uk](mailto:whistleblowing@ofsted.gov.uk)
- Write to: WBHL, Ofsted, Piccadilly Gate, Store Street, Manchester, M1 2WD You can

also contact the [NSPCC National Whistleblowing Advice Line](#).

Free confidential advice is also available from **PROTECT**: 020 3117 2520 (website: Protect (formerly Public Concern at Work) Speak up stop harm | Protect - Speak up stop harm (protect-advice.org.uk)

**Related policies -Staff Grievance policy, Safeguarding policy, SCSP Safeguarding procedures.**

This policy was adopted by: Ecclesall Kids Club	Date: 05/03/2017
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