

## LSx Whistle Blowing Policy - Guidance for Employees

1. This guidance is written for any person working for or representing LSx who is working with children, young people and vulnerable adults working in a range of settings and should be read in conjunction with LSx Children and Vulnerable Adult Protection Policy.
2. Employees must acknowledge their individual responsibilities to bring matters of concern to the attention of senior management and/or relevant agencies. Although this can be difficult this is particularly important where the welfare of children may be at risk.
3. You may be the first to recognise that something is wrong but may not feel able to express your concerns out of a feeling that this would be disloyal to colleagues or you may fear harassment or victimisation; These feelings, however natural, must never result in a child, young person or vulnerable adult continuing to be unnecessarily at risk. Remember it is often the most vulnerable children, young person or vulnerable adult who are targeted. These people need someone like you to safeguard their welfare: *Don't think what if I'm wrong - think what if I'm right*
4. Reasons for whistle blowing
  - Each individual has a responsibility for raising concerns about unacceptable practice or behaviour
  - To prevent the problem worsening or widening
  - To protect or reduce risks to others
  - To prevent becoming implicated yourself
5. What stops people from whistle blowing
  - Starting a chain of events which spiral
  - Disrupting the work or project
  - Fear of getting it wrong
  - Fear of repercussions or damaging careers
  - Fear of not being believed
6. What happens next?
  - You should be given information on the nature and progress of any enquiries
  - Your line manager has a responsibility to protect you from harassment or victimisation
  - No action will be taken against you if the concern proves to be unfounded and was raised in good faith
7. Self-reporting

There may be occasions when an employee has a personal difficulty, maybe a physical or mental problem, which they know to be impinging on their professional competence. Staff have a responsibility to discuss such a situation with their line manager so professional and personal support can be offered to the member of staff concerned. Confidentiality cannot be guaranteed where personal difficulties raise concerns about the welfare of safety of children,

young people and vulnerable adults.

8. Further advice and support

It is recognised that whistleblowing can be difficult and stressful. Advice and support is available from your line manager, the HR department and/or your professional body or trade union. You can also seek advice from the designated person for child protection in your organisation.