



Whistleblowing Policy

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Regulations and Standards:

The Children's Homes (England) Regulations 2015:

- Regulation 11 - The positive relationship standard.
- Regulation 12 - The protection of children standard.
- Regulation 13 – The leadership and management Standard.
- Regulation 31 - Fitness of workers.
- Regulation 33 - Employment of adults
- Regulation 34 - Policies for the protection of children.
- Regulation 40 - Notification of a serious event.

Working Together to Safeguard Children 2023.

Further Guidance:

Please refer to the Local Safeguarding Children's Partnership within the County / Local Authority where the home is located.

Please also refer to the following internal policies and procedures:

Safeguarding – Child Protection Policy.

Child Protection Referrals Policy.

Child sexual Exploitation Policy.

Recognising and Treating Abuse Guidance Policy.

Countering Bullying policy.



Allegations Against Staff Policy.

Definition of Whistleblowing:

Whistleblowing is when an employee report suspected wrongdoing at work. An employee can report things that are not right, are illegal or if anyone at work is neglecting their duties, including:

- someone's health and safety are in danger.
- damage to the environment.
- a criminal offence.
- HND Children's Care Ltd is not obeying the law (like not having the right insurance or health and safety measures in place).
- covering up wrongdoing.

Principles:

In the context of residential care for children, whistleblowing is an essential component of the safeguarding procedure, and all staff should familiarise themselves with this policy and their responsibilities in this regard.

Relatives, parents / guardians, placing authorities and regulatory bodies are reassured that whistleblowing is an essential part of ensuring the highest standards of safeguarding within our homes.

Children should feel safe within their home and have members of staff who understand their responsibility to their safety in the context of this policy and safeguarding procedures.

Employees must feel able to report their concerns without fear of reprisals, stigma, ridicule, or victimisation.

HND Children's Care Ltd can only investigate, and act upon concerns if they are made aware of them. If an employee has a genuine concern, it must be reported. It does not matter if there is no direct evidence of the concern, as long as it is believed to be sincere and genuine.

HND Children's Care Ltd will support any employee who whistleblows to protect them from bullying, intimidation, harassment, or reprisals.

Policy:

Company employees should report concerns if they witness or suspect:

- Suspicions or allegations of abuse or potential harm to the children in our care, which cannot be raised under the normal safeguarding procedures.
- Fraud and financial irregularities within the home or organisation.
- Corruption, bribery, or dishonesty.
- Criminal or illegal activities.



- Serious irregularities, such as failing to comply with a legal obligation and creating or ignoring a serious risk to health and safety or the environment.
- Falsifying documentation.
- A deliberate cover up of any of the above.

Please be aware that this is not an inclusive exhaustive list, if in doubt, report it.

Every HND Children's Care Ltd employee should be aware of the importance of preventing and eliminating wrongdoing at work. Employees should always be watchful of illegal or unethical conduct and report anything of that nature that they become aware of.

Employees can either whistleblow confidentially (this is where your name is not revealed without your consent), or anonymously (this is where you do not give your name). HND Children's Care Ltd will respect any promise of confidentiality made to the individual and provide further support where needed, unless required to share the information as a matter of law or in the public interest.

- Failure to whistleblow any perceived or actual wrongdoing, or instruction to cover up any perceived or actual wrongdoing, is a disciplinary offence and Platinum Services for Children disciplinary procedure will be followed.
- Instruction by those senior to an employee, to cover up any wrongdoing or not report any wrongdoing, is not a suitable defence to not taking necessary action regarding whistleblowing.
- Victimisation of an employee for raising a qualified disclosure will result in disciplinary procedure.

Procedure:

In the event of any concern that an employee has with regard to this policy in the first instance they are to share this with their line manager / homes manager if appropriate to do so.

Should an employee feel, they cannot report their concern to their line manager or home manager, they are to report to HND Children's Care Ltd Director and / or RI.

In some circumstances it may be more appropriate to report the concerns to OFSTED. This is only relevant to whistleblowing in the event of:

- A genuine belief that the concern will be covered up.
- Feeling that they may be treated unfairly within the organisation if they whistleblow.
- Have already followed the whistleblowing procedure and it has not been acted on or resolved.

HND Children's Care Ltd expect that all employees allow for the organisation to follow their whistleblowing policy and procedure in the first instance.

Any employee who whistleblows will be provided with confidential support; this will usually be a member of the management team to discuss any concerns.



Any employee will also be consulted with what measures are to be implemented to protect them and ensure they can continue to carry out their duties.

Employees are reassured that any matter raised will be investigated thoroughly, promptly, and confidentially and the outcome / update reported back to them within 30 days of an issue being raised. In some circumstances an investigation may take longer, but employees will be kept updated within this time frame so as to reassure that the concern is being dealt with properly.

The reporting of whistleblowing will follow a chain of command, i.e., line manager – home manager – RI – Director, except for instances where the whistleblowing concern raised relates to one of the aforementioned, or is being made by one of the aforementioned, in which case the whistleblowing concern should be raised to the most senior person possible.

- If misconduct is discovered because of any investigation under this procedure the company disciplinary procedure will be followed.
- If somebody is found to have made a malicious allegation under this policy Platinum Services for Children disciplinary procedure will be followed.
- If safeguarding concerns are discovered because of any investigation under this procedure, HND Children's Care Ltd 'Safeguarding - Child Protection Policy' will be followed.
- If any criminal activity is discovered because of any investigation under this procedure, the relevant authorities will be informed.
- If, because of whistleblowing, this constitutes a serious complaint or allegation made against a member of staff, OFSTED will be notified in line with the Children's Homes Regulations, as per Regulation 40, 'notification of a serious event'.

All and any concerns will be fully investigated by an allocated investigating manager and a clear and detailed record must be kept of all steps taken to investigate the matter, with supporting documents.

Safeguarding Leads:

Registered Manager:

Each services Registered Manager is responsible for day-to-day safeguarding arrangements within their service.

In their absence, if a concern is raised regarding the Registered Manager, then the Responsible Individual would assume the role as the safeguarding lead.

End.