



Whistleblowing (Raising Concerns) Policy

Stavordale House, stABILITY

1. Purpose

We are committed to providing safe, high-quality support and a culture where people can raise concerns early. This policy explains how to speak up about wrongdoing or risks that are in the public interest, and how we will respond. It aligns with Dorset Council procedures, the Dorset Safeguarding Adults Board (DSAB) framework, CQC expectations, and UK whistleblowing law (PIDA 1998).

2. Scope

Covers disclosures about safeguarding concerns, risks to health and safety, criminal offences, breaches of legal obligations, misuse of public funds, or deliberate concealment of wrongdoing. This policy is not for personal grievances.

3. Legal and Regulatory Framework

Public Interest Disclosure Act 1998 (PIDA); Care Act 2014; CQC requirements; Dorset multi-agency safeguarding procedures.

4. Principles

Safe, open, timely, fair, and confidential handling of concerns with a learning culture.

5. What is Whistleblowing?

Raising a concern, in the public interest, about danger, wrongdoing, risk or cover-up affecting service users, staff, or the public.

6. Examples

Abuse or neglect, unsafe staffing, unsafe medicines, falsification of records, ignoring safeguarding or infection prevention, fraud, data breaches, cover-ups.

7. How to Raise a Concern

Speak to your Line Manager or a stABILITY partner. If not possible, escalate to the Provider or Whistleblowing Lead. Acknowledge within 2 working days. Immediate risks – call 999.

8. Safeguarding Adults – Dorset Route

Dorset Adults Safeguarding Team: Tel 01305 221016 (office) | 01305 858250 (OOH) | Email: DorsetAdultSafeguarding@dorsetcouncil.gov.uk. Online reporting available. Police: 999 emergency / 101 non-emergency.

9. Speaking Up Externally

Care Quality Commission (CQC), Dorset Safeguarding Adults Board, NHS & Social Care Whistleblowing Helpline 08000 724 725, Protect (020 3117 2520).

10. Confidentiality and Anonymity

We will protect identities where possible; anonymous reports will be considered.

11. Protection from Detriment

No harassment, disadvantage, or dismissal for raising a concern in good faith and in the public interest.

12. Investigation Process

Triage, plan, investigate, decide & act, feedback, learn.

13. Record Keeping

All concerns logged and retained in accordance with data protection requirements.

14. Training and Awareness

Staff receive induction and annual refresher training on safeguarding and speaking up.

15. Roles and Responsibilities

All workers: speak up promptly. Managers: receive concerns, escalate and support staff. stABILITY partners: ensure investigation and learning. stABILITY partners: ensure culture, resources, and monitoring.

16. Related Policies

Safeguarding Adults Policy, Complaints, Data Protection, Disciplinary, Health & Safety, Recruitment, Equality, Risk Management.

17. Key Contacts

Dorset Adults Safeguarding Team, BCP Safeguarding (if relevant), Police, CQC, NHS & Social Care Whistleblowing Helpline, Protect, Dorset Safeguarding Adults Board.