

## Whistleblowing Policy

Last Review Date: September 2023

We are committed to reviewing our policy and good practice annually.



This policy applies to all staff, volunteers, sessional workers, students or anyone else working on behalf of Willow Banks Forest School.

### **The purpose of this policy is:**

- to protect children and young people who receive services from Willow Banks Forest school and adults who use our services.
- to embed safer recruitment practices and procedures in the forest school, reinforcing the safeguarding and well being of the children and young people in our care and ensuring safety for adults who work here..

Willow Banks Forest School believes that a child or young person should never experience abuse of any kind. We have a responsibility to promote the welfare of all children and young people and to keep them safe. We are committed to practice in a way that keeps them safe. This policy reinforces the expected conduct outlined in the Code of Conduct for staff, all staff are expected to be familiar with. All successful candidates for paid or volunteer employment will be made aware of all relevant policies and documents.

### **1. Our Policy**

Rigorous recruitment and selection procedures and adhering to the forest school's code of conduct and safer practice guidance will hopefully mean that there are relatively few allegations against or concerns about staff or volunteers.

However, if a member of staff has any reason to believe that another adult has acted inappropriately or abused a child or young person, they have a responsibility to take action by reporting to the Forest School Manager. Even though it may seem difficult to believe that a colleague may be unsuitable to work with children, the risk is far too serious for any member of staff to dismiss such a suspicion without taking action. Concerns may be raised verbally, but it is more effective if employees or volunteers put their concerns in written format.

If the allegation/concern is about the Manager, it will be reported to the Directors of the charity. In all cases of allegations against staff or volunteers, the Forest School Manager and Directors of the charity, must follow the correct procedures

In circumstances where employees or volunteers feel this is inappropriate, they should approach the Director for Children's Services at Dorset County Council who has overall responsibility within the county.