

WHISTLE BLOWING

DESIGNATED SAFEGUARDING OFFICERS:

Manager – Chris Curtis

Deputy Manager – Steve Barton

Roundabout encourages all staff members to feel confident in raising and reporting a serious concern at the earliest opportunity. Any delay could lead to further suffering by the recipient.

This could include:

- The treatment or care of a child
- Any breach in behaviour of staff/ manager or committee member.
- Discrimination of any kind.
- Concerns that could impact on the health and safety of the children or colleagues.

Any concerns can be reported to the designated officer by staff members without leading to harassment or victimisation and that every effort will be made to keep the staff member's identity confidential. We will follow the guidance contained within our Confidentiality policy.

The first step to raising a concern can be verbally with the designated officer or deputy and then by following up with a letter.

- Within 10 working days a letter will be sent to you from the management committee, acknowledging the issues, this will indicate how the management will respond.
- It will include a named committee member who will be dealing with this issue. They will contact you to arrange a time and place for your concerns to be discussed
- A meeting can be arranged away from the work place and out of work hours.

If necessary any other support mechanism e.g. union representative or professional representative may be present. The management of Roundabout support the staff member making the allegation throughout the investigation period, and as necessary signposting to other support services.

UNTRUE ALLEGATIONS:

If you make an allegation in good faith believing it to be true, but it is not confirmed by the investigation, Roundabout's management committee will recognise your concern; if however you make an allegation frivolously, maliciously or for personal gain, disciplinary action may be taken.