

HAPPY HEDGEHOGS LTD

Information and Records

8.9 Whistle Blowing

Policy statement

At Happy Hedgehogs Ltd we recognise that our staff are often in the best position to know when the interests of others are being put at risk. We also recognise that staff can act as an early warning system on matters of safeguarding, health and safety or to help uncover fraud and mismanagement in the setting.

We understand that some staff may feel uncomfortable about disclosing such information because they:

- *feel they are being disloyal to their colleagues*
- *fear reprisals through harassment or victimisation, or are unsure of the best way to proceed.*

Happy Hedgehogs Ltd is committed to ensuring that all its activities are conducted ethically, honestly and to the utmost possible standard of openness and accountability to protect and safeguard the needs of all staff, children and their families.

We aim to create an environment where concerns can be disclosed without the fear of detriment or dismissal.

Procedure

Happy Hedgehogs Ltd whistleblowing policy may be used when there is reasonable belief that any of the following may be a concern:

- *That a criminal offence has been committed, is being committed or is likely to be committed.*
- *Behaviour that has, or may have harmed and/or committed a criminal offence towards a child.*
- *Conduct towards a child indicating he/she is not suitable to work with children.*
- *That a miscarriage of justice has occurred or about to occur.*
- *The health and safety of any individual has been or is being or is likely to be endangered.*
- *That the environment has been or is being or is likely to be damaged.*

All whistleblowing concerns raised will be treated with the strictest confidence and we will make every effort not to reveal the identity of the person making the disclosure, unless required by law. Individuals should raise concerns as soon as they have reasonable suspicion and are not expected to investigate the matter themselves or prove that the concern is well founded.

Staff are encouraged to first raise their concern with their manager (if appropriate) who will then be responsible for taking the matter forward. If individuals believe their concern is of a serious nature or that the management is involved they should approach the company directors. Individuals may also contact the initial response team directly on: 08458 505010

Legal framework

The public interest disclosure act (1998)

This policy was adopted at a meeting of

Happy Hedgehogs LTD

Held on

July 2020

Date to be reviewed

July 2021

Name of signatory

Carly Turner

Role of signatory

Director