

Allegations of Abuse and Whistleblowing Policy

Policy Overview:

Our service's Allegations of Abuse and Whistleblowing Policy ensures that all adults within our organisation, are committed to safeguarding children. This policy outlines the procedures to be followed in the event of an allegation of abuse and the importance of maintaining open and inquiring minds when dealing with such matters.

Responsibilities:

- All adults working within our service must undergo DBS checks, understand their roles, and be aware of the procedures to follow if an allegation is made against them.
- The child's rights are paramount, and their voice will be heard when allegations are made.
- All members are responsible for reporting if they believe that another member is engaging in unacceptable behaviour or harming a child.
- Unacceptable behaviour may include, but is not limited to, inappropriate sexualised behaviour, physical harm or abuse, emotional abuse, neglect, or discriminatory behaviour.

Procedure:

- If a child discloses an incident that raises concerns, the appropriate member must listen attentively and take the matter seriously.
- The member should immediately report the allegation without conducting their own investigation. They should provide a full written account of what the child has said, or actions observed, using the child's own words, and date and sign the report.
- If a member is concerned that reporting an allegation may compromise their position within the organisation, they should contact the Local Authority Designated Officer (LADO) immediately and report their concern.

Response to Allegations:

- The Registered Person will be informed about the allegation.
- The registered person will inform the Local Authority Designated Officer (LADO) about the allegation on the same day.
- The registered person will not take further action until consulting with the LADO, and any subsequent actions will be determined in conjunction with the LADO.

Suspension:

- If advised by the LADO and following a suspension risk assessment. This suspension is not an admission that the alleged incident has occurred but is to protect both members and children throughout the process.
- The employer may seek advice from the LADO team, the police, and children's social care regarding how much information should be disclosed to the suspected person.

- The suspected member will be treated fairly and honestly, with a focus on understanding the concerns and the processes involved. They will be kept informed of the investigation's progress and the outcome.

Communication and Reporting:

- Ofsted will be notified as soon as possible about the allegation and the course of action taken.
- If a member is convicted of an offense affecting their suitability to work with children, the registered person will refer the case to the Independent Safeguarding Authority (ISA).

Confidentiality:

- The importance of maintaining confidentiality during an abuse allegation is understood. All involved parties will remain anonymous to individuals outside the organisation, and confidentiality will be respected throughout the investigation.

Whistleblowing:

- All members should be informed of the organisation's whistleblowing policy and feel confident in raising concerns about colleagues' actions or attitudes.

Date:

Signed:

Review Date: