



WHISTLE BLOWING POLICY

Fusion Childcare Services is committed to the highest standards of openness, probity and accountability. If a member of staff discovers evidence of malpractice or wrongdoing within Fusion, they can disclose this information internally without fear of reprisal.

Our Whistleblowing Policy is intended to cover concerns such as:

- Financial malpractice or fraud
- Failure to comply with a legal obligation
- Dangers to health and safety or the environment
- Criminal activity
- Improper conduct or unethical behavior

This Policy should not be used to question business decisions made by Fusion, or to raise any matters that are covered under other policies (eg Discrimination or Racial Harassment). Any allegations relating to Child Protection will follow the procedures set out in the **Safeguarding Policy**.

Raising a Concern

Ideally the staff member should put his or her allegations in writing, setting out the background to the situation, giving names, dates and places where possible, and the reason why they are concerned about the situation. In the first instance concerns should be taken to the Management Team. If, due to the nature of the problem, this is not possible, the concern should then be raised with the offsite Owner of Fusion Childcare Services. If this person or body is unable or unwilling to act on the concern, the staff member should then raise it with:

- Ofsted (if it concerns the safe and effective running of the club)
- The Designated Safeguarding Lead (DSL) or the Local Safeguarding Children Board (if it concerns a Child Protection issue and is not already covered by the procedure set out in Fusion's Safeguarding Policy).
- Ultimately, with the Police (if a crime is thought to have been committed).

If the member of staff is still uncertain about how to proceed with the concern, he or she should contact the whistle-blowing charity PCAW (Public Concern At Work) or Peninsula for advice.

Responding to a Concern

Initial enquiries will usually involve a meeting with the individual raising the concern, and will decide whether an investigation is appropriate and, if so, what form it should take. If a concern relates to issues which fall within the scope of other Policies, it will be addressed under those Policies.

If an initial meeting does not resolve the concern, further investigation will be required. The appropriate person will investigate the concerns thoroughly, ensuring that a written response can be provided within ten working days where feasible, or if this is not possible, giving a date by which, the final response can be expected. The response should include details of how the matter was investigated, conclusions drawn from the investigation, and who to contact if the member of staff is unhappy with the response and wishes to take the matter further.

Rights and Responsibilities of the Whistle-Blower

All concerns will be treated in confidence and Fusion will make every effort not to reveal the identity of anyone raising a concern in good faith. At the appropriate time, however, the member of staff may need to come forward as a witness. If a member of staff raises a concern in good faith, which is then not confirmed by the investigation, no action will be taken against that person.

If the investigation concludes that the member of staff maliciously fabricated the allegations, disciplinary action may be taken against that person.

Contact information:

Hertfordshire Safeguarding Children's Partnership Team -
www.hertssafeguarding.org.uk – 01922 588757

Children's Support Services (CSS) – Customer Service Centre – 0300 123 4043

Targeted Advice Services (TAS) – 01438 737511

Designated Officer (DO)- 01992 555420

Ofsted- 0300 123 1231

PCAW (Public Concern at Work)- 020 7404 6609

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Signed and approved:	Fusion Childcare Services		