

DSCB Whistleblowing Guidance

All staff should be aware of and understand their agency whistleblowing policy. When there are concerns, in the first instance an individual's agency Whistleblowing Policy should be followed, these should be available to all staff and on the agency's website.

A Whistle Blowing Policy Should:

- Cover major concerns about the actions of an employee or worker of the agency/organisation e.g. temporary, supply, casual workers, any contractor, supplier, agency staff or consultant employed by the agency or organisation, any volunteers working on behalf of the agency/organisation, or any elected members of a council;
- Encourage a person to feel confident in raising genuine concerns and to question and act upon these;
- Provide avenues for them to raise those concerns inside the agency/organisation and subject to any legal constraints, receive feedback on any action taken;
- Reassure them that they will be protected from possible reprisals or victimisation if they have made any disclosure in line with the policy;
- Allow a person to voice their concerns outside the agency in some circumstances;
- Increase the likelihood that the agency/organisation will hear of any wrongdoing in time to prevent any serious accidents or damage;
- Cover major concerns that fall outside of the scope of the other procedures e.g.
 - Health and safety risks, including risks to other employees as well as other members of the public;
 - Sexual or physical abuse of clients, or other unethical conduct;
 - Serious failure to comply with appropriate professional standards;
 - Breach of the agency/organisations or statutory standards of proficiency;
 - Deliberate breach of the agency/organisations policy or procedure;
 - Abuse of power, or use of agency/organisations powers and authority for any unauthorised use or personal gain;
 - Conduct which is an offence or a breach of law;
 - Disclosures related to miscarriages of justice;
 - The unauthorised use of public funds;
 - Possible fraud and corruption;
 - Damage to the environment.

- Clarify:
 - The entitlement to protection when raising a concern/ complaint;
 - How to raise a concern within the agency or organisation;
 - How the agency/organisation will respond to a person raising a concern or complaint;

- What action can be taken if a person is not satisfied with any action taken, or they remain concerned having exhausted all internal procedures and believe it is right to take the matter outside the agency/organisation.
- Address the issues of:
 - Making allegations anonymously;
 - Making allegations which are frivolous, malicious or for personal gain;
 - How the policy will be monitored.
- A Whistle Blowing Policy Should Not:
 - Replace other complaints or reporting procedures for example:
 - Financial regulations;
 - Child protection procedures;
 - Any policy designed to deal with harassment and bullying involving employees;
 - The complaints procedure;
 - The grievance procedure, which an employee would use to resolve contractual disagreements relating to conditions of service;
 - Investigation into the misconduct for example elected members of the council under the auspices of the standards board.

Derby and Derbyshire multi-agency safeguarding children procedures related chapters:

- [Recruitment and Selection](#)
- [Allegations against Staff, Carers and Volunteers](#)

Related national guidance and information:

- [Working Together to Safeguard Children](#)
- [Whistleblowing: guidance and code of practice for employers](#)
- [Children's social care services: raising concerns with Ofsted](#)
- [NHS England - whistleblowing](#)
- [NSPCC Whistleblowing Helpline](#)

Version Control

This document should be read in conjunction with the Derby and Derbyshire Safeguarding Children Procedures					
Versi	Author/s	Updated by	Signed off by	Date	Review Date
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