

Allegations and whistle blowing

Whistle blowing

All organisations working with children should be responsive to concerns raised by staff about another person's practice or behaviour. It is important that all professionals have the confidence to come forward to speak or act if they are unhappy with anything and that they will be supported by the organisation to do this.

Whistleblowing occurs when a person raises a concern about dangerous, illegal activity or any wrong doing within their organisation, e.g.

- potentially vital information about health and safety risks
- possible fraud
- harm of children or vulnerable adults
- concern worried about someone's behaviour

It is essential these issues are addressed immediately, so, 'blowing the whistle' as early as possible is important in order to prevent further harm being done.

What should professionals do?

- Every situation is different so it is advisable to seek advice before blowing the whistle, from someone independent to your allegation. Speak to your line manager where appropriate or another senior member of staff.
- Failure to report a safeguarding matter could lead to disciplinary action being taken against yourself.

Allegations

If the matter involves an allegation against a member of staff or volunteer it should be reported to the manager immediately. If the allegation meets the criteria below the manager should download and complete a [referral form](#) and send to the LADO (Local Authority Designated Officer) within 24 hours of becoming aware. If you wish to discuss a matter with the LADO please contact 02392 882500 or email lado@secure.portsmouthcc.gov.uk

This framework for managing allegations should be used in respect of all cases in which it is alleged that a person who works with children has:

- behaved in a way that has harmed a child, or may have harmed a child;
- possibly committed a criminal offence against or related to a child; or
- behaved towards a child or children in a way that indicates s/he would pose a risk of harm if they work regularly or closely with children