



Whistleblowing policy

Definition of Whistleblowing

When a worker reports suspected wrongdoing at work. Officially, this is called 'making a disclosure in the public interest'. A worker can report things that are not right, are illegal or if anyone at work is neglecting their duties, including: someone's health and safety is in danger.

The concept of Whistle Blowing is important in any organisation that is committed to maintaining appropriate levels of safeguarding and good practice. Whistle Blowing allows individuals to raise issues of poor practice or misconduct by members and employees

Aims of the Policy

- To provide avenues for Splash academy employees to raise concerns about malpractice or wrongdoing in confidence and receive feedback on any action taken.
- To ensure that Staff receive a response to concerns that are raised and that they are aware of how to pursue them if you are not satisfied.
- To reassure Staff that they will be protected from possible reprisals, harassment or victimisation if they make a disclosure in good faith.
- Provides a way for Staff to voice concerns in a responsible way.
- To provide a way of doing this independently of line management if that is necessary.
- This policy covers concerns which are in the public interest:
- For example:
 - Financial malpractice or impropriety or fraud
 - Failure to comply with a legal obligation or Statutes(e.g. equalities legislation)
 - Dangers to Health & Safety or the environment
 - Criminal activity
 - Improper conduct or unethical behaviour
 - Attempts to conceal any of these Safeguards Protection

If a member of staff suspects any wrongful behaviour they should report this to the key contact immediately who will deal with this accordingly.

Monitoring and review

This policy will be reviewed annually. The next review will be January 2021