



Salford Lads and Girls Club

Whistleblowing Policy

What Is Whistleblowing?

Whistleblowing encourages and enables employees to raise serious concerns within the organisation rather than overlooking a problem or 'blowing the whistle' outside. Employees are often the first to realise that there is something seriously wrong within the organisation. However, they may not express their concerns as they feel that speaking up would be disloyal to their colleagues or to Salford Lads Club.

Salford Lads Club's Commitments

The organisation is committed to the highest possible standards of openness, probity and accountability. In line with that commitment we expect employees, volunteers and others that we deal with, who have serious concerns about any aspect of the organisations work to come forward and voice those concerns.

Who Does The Policy Apply To?

The policy applies to all employees, (including those designated as

casual hours, temporary, agency, authorised volunteers or work experience), and those contractors working for Salford Lads Club on the premises, for example, agency staff, builders, drivers. It also covers suppliers and those providing services under a contract with the organisation.

Policy Aims

- provide avenues for you to raise concerns in confidence and receive feedback on any action taken.
- ensure that you receive a response to your concerns and that you are aware of how to pursue them if you are not satisfied.
- reassure you that you will be protected from possible reprisals or victimisation if you have a reasonable belief that you have made a disclosure in good faith.

What Type Of Concerns Are Covered?

- all low cases at start, conduct which is an offence or a breach of law.
- disclosure related to miscarriages of justice.
- health and safety risks, including risks to the public as well as other employees.
- damage to the environment.
- the unauthorised use of public funds.
- possible fraud and corruption.
- sexual or physical abuse of children or adults.
- other unethical conduct.

Safeguards

Salford Lads Club recognises that the decision to report a concern can be a difficult one to make. If what you are saying is true, you should have nothing to fear because you will be doing your duty to Salford Lads Club.

Salford Lads Club will not tolerate any harassment or victimisation and will take appropriate action to protect you when you raise a concern in

good faith.

Confidentiality

All concerns will be treated in confidence and every effort will be made not to reveal your identity if you so wish.

At the appropriate time, however, you may need to come forward as a witness.

This policy encourages you however to put your name to your concern whenever possible.

Please note that you:

- must disclose the information in good faith.
- must believe it to be substantially true.
- must not act maliciously or make false allegations.
- must not seek any personal gain.

How To Raise Your Concern

As a first step, you should normally raise concerns either verbally or in writing with your immediate supervisor/manager.

This may depend, however, on the seriousness and sensitivity of the issue involved and who is suspected of the malpractice.

For example, if you believe that management is involved you should approach a more senior level of management.

Financial allegations require that the Director of Finance shall be notified of all financial or accounting irregularities or suspected irregularities.

For independent advice please call:

Public Concern At Work

Website: www.pcaw.co.uk

Helpline: 020 7404 6609

Salford Lads Club Complaints and Compliments Policy

We welcome and value feedback as this enables us to listen, learn, and

to improve what we do and how. In short, your compliments, comments and complaints help us continue to strive for excellence and help to give children the experience they deserve.

Who this policy is for?

This policy applies to individuals (members of the public) and organisations wishing to comment on, compliment or complain about the performance of services, fundraising activities, the suitability of campaigns and the conduct of employees, volunteers, contractors and third parties working with or representing the NSPCC.

This policy does not apply to employees, contractors and trustees. In the event that they wish to make a complaint, they should refer to the relevant Salford Lads Club Whistleblowing Policy and the Safeguarding & Child Protection policy as appropriate.

Neither does this policy apply to volunteers, who may use the Salford Lads Club Volunteer Issue Resolution Policy as well as the Whistleblowing and Safeguarding & Child Protection policy as appropriate.

Those persons to whom this policy does not apply should make their compliments and comments to their line manager or persons to whom they consider their compliments/comments are most relevant.

How can you share your feedback?

Write to us at Salford Lads Club, St Ignatius Place, Salford, [M5 3RX](#) .
Email: info@salfordladsclub.org.uk
Telephone: 0161 872 3767

Email: whistle@pcaw.co.uk

or the NSPCC Whistleblowing Advice Line 0800 028 0285