

12. Whistleblowing Policy

Policy statement

MFC understands that sometimes things go wrong. If things do go wrong, then we ask you to tell us. Whistleblowing occurs when an MFC staff member raises a concern about misconduct, illegal or underhand practices by individuals and/or an organisation; and in as far as safeguarding goes - about the way care and support is being provided, such as practices that cause harm, or the risk of harm to others, or are abusive, discriminatory or exploitative. Officially this is called **making a disclosure in the public interest**.

This policy would also include situations where a staff member's concerns are not acted upon in accordance with the **Dealing with Allegations of Abuse made against Staff Procedure**, **Dealing with Allegations of Peer on Peer Abuse Policy** and/or the **Procedure for Responding to, Recording & Reporting Actual or Suspected Adult Abuse** as outlined in this **Safeguarding Handbook**.

Purpose of having a Whistleblowing Policy

The purpose of this **Whistleblowing Policy** is to make it clear that MFC staff can whistleblow without fear of victimisation, subsequent discrimination or disadvantage. This **Whistleblowing Policy** is therefore intended to **encourage and enable** everyone to raise serious concerns directly to MFC, rather than overlooking a problem, or seeking a resolution of the problem outside of the organisation without first bringing the matter to the attention of MFC.

All MFC staff have a responsibility to maintain the highest standards of care towards everyone they come into contact with through their work with and for the organisation. This Whistleblowing Policy aims to ensure that serious concerns can be properly raised and addressed within the organisation and are recognised as a way of enabling the delivery of good practice - and which will help to ensure the protection of every child and adult at risk.

Responsibilities

MFC believes that all staff are professional and skilful in the work and tasks they undertake. However, occasionally it may be that a staff member has concerns about another person's conduct or standards of practice **e.g.** they may be worried that a child is not being cared for properly; an adult at risk is being abused; or even that someone may be at serious risk. It could be that they have concerns about fraud; financial irregularity; or other issues they have become aware of within while working for MFC. All MFC staff have a responsibility to raise any such concerns so that they can be resolved.

MFC acknowledges that raising concerns can be an extremely difficult and courageous thing to do. Any MFC staff member who has good grounds on which to base their concerns - even if they do not have proof - will be listened to and taken seriously. Please remember though, that it is not your responsibility to investigate the matter - this is MFC's responsibility.

Never keep quiet about wrongdoing

MFC staff members - who do not report bad practice or abuse, neglect or ill treatment of a child, young person or adult - or for that matter anything else illegal that they are suspicious about - may be seen as colluding with that unacceptable practice.

Such collusion constitutes a disciplinary offence and will be dealt with in accordance with MFC's **Disciplinary Procedure** (for staff) and **Resolving Problems with Volunteers Procedure** (for volunteers) and which could result in the termination of the working relationship - as well as the information being forwarded to the appropriate authorities.

Reviewed & Updated: April 2021

MFC will review this **Whistleblowing Policy** and best practice at least annually. In addition, more frequent reviews will be undertaken following a change in safeguarding legislation; following the implementation of a new activity or service which involves contact with children and/or adults at risk; following a safeguarding incident within the Club (or one which directly concerns or affects the Club); and/or following a significant organisational change.