



## Cherry Lane Therapeutic Homes Whistleblowing Procedure

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### Purpose

The well-being and safety of children at Cherry Lane Therapeutic Children's Homes are our highest priorities. This whistleblowing procedure offers clear guidance for all Life Coaches to report any concerns about wrongdoing or malpractice within the home. Ensuring that such concerns are addressed promptly and effectively is crucial. It is the responsibility of all Life Coaches to report any serious concerns they are aware of. Failure to do so constitutes malpractice and a failure to safeguard, which may lead to disciplinary action.

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### Scope

This procedure applies to all Life Coaches, volunteers, and other staff members working at Cherry Lane Therapeutic Children's Homes.

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### What is Whistleblowing?

Whistleblowing involves reporting certain types of wrongdoing that are in the public, clients and organisations interest. This may include:

- Illegal activities
  - Misuse of funds or resources
  - Risks to health and safety
  - Failure to comply with statutory regulations
  - Poor practice or leadership that affects the care of children
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### Reporting Concerns

#### 1. Initial Steps:

- **Internal Reporting:** If you have a concern, initially report it to your line manager or a senior member of staff. This often allows the issue to be addressed swiftly and internally.
- **Documentation:** Keep a record of your concerns, including key dates, times, and individuals involved.

#### 2. If Unsatisfied:



- If you are not satisfied with the response or feel unable to report internally, you can escalate the concern.
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## How to Whistle blow Externally

### 1. Ofsted:

- **Hotline:** Call the Ofsted Whistleblowing Hotline on 0300 123 3155 (Monday to Friday, 8am to 6pm).
- **Email:** Send details to [whistleblowing@ofsted.gov.uk](mailto:whistleblowing@ofsted.gov.uk).
- **Mail:** Write to WBHL, Ofsted, Piccadilly Gate, Store Street, Manchester, M1 2WD.
- **Local Authority Designated Officer (LADO):** This would apply to a safeguarding allegation. You would usually initially consult the organisations safeguarding officer Lucy Wright, managers or directors who would make the referral. However, if you are concerned about the involvement of any of these people you can contact the LADO directly.

### 2. NSPCC:

- **Whistleblowing Advice Line:** Call 0800 028 0285 or email [help@nspcc.org.uk](mailto:help@nspcc.org.uk) for additional support and guidance.
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## Protection for Whistleblowers

Cherry Lane Therapeutic Children's Homes is committed to protecting whistleblowers from any form of retaliation. As per the Public Interest Disclosure Act 1998 and the Employment Rights Act 1996, you are legally protected when making a disclosure in the public interest.

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## Confidentiality

All concerns raised will be treated with the utmost confidentiality. Your identity will be protected unless disclosure is required by employment procedures and the law.

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## Follow-Up

Upon receiving a whistleblowing report, Cherry Lane Therapeutic Children's Homes will:

- Acknowledge receipt of the concern within 48 hours.



- Document the receipt of allegations and the actions taken.
  - Treat the complainant's concerns seriously and ensure a thorough investigation is conducted, up to 28 days. However, we understand the stress and uncertainty and aim where practicable to do this in advance of the 28 days period.
  - Conduct a thorough investigation, maintaining confidentiality as much as possible.
  - Inform the whistleblower and you of the outcome, where appropriate and not impeding on any legal investigations.
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### **Anonymous Reporting**

- Anonymous reports will be taken seriously but may be harder to investigate. Wholly unsupported anonymous allegations are unlikely to be pursued.
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### **Handling False Reports**

Deliberate submission of false or malicious complaints is considered a breach of trust and may lead to disciplinary action.

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### **Well-Being Focus**

The well-being of both the children and staff is central to our approach. Any concerns raised will be dealt with in a manner that prioritises the mental and physical health of everyone involved.

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### **Training**

All staff receive training on complaints and whistleblowing to ensure they are aware of their duties and the procedure.

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For more detailed information or advice, contact the designated safeguarding lead within Cherry Lane Therapeutic Children's Homes.