



Whistle Blowing Policy

1. In some cases of abuse staff members may be implicated. Sometimes this can lead to a dilemma for staff about whether to 'blow-the-whistle' on those staff.
2. Under this policy all staff are required to inform the manager in all cases of suspected abuse, injuries, bad-practice or practice that may lead to harm injury.
3. It is in the interests of all staff to make this a priority in their approach to their work.
4. Regardless of how minor any bad practice is, the manager must be informed so that they can deal with it.
5. The Village Hall therefore will have a 'zero tolerance' to bad practice, so that the chances of this becoming serious or abusive are lessened.
6. Where practice and actions of staff are abusive, all staff members are required to immediately inform the manager and expect immediate action
7. Not only is this encouraged by the Village Hall, which aims to treat all staff who report poor practice and abuse sensitively, but 'whistle-blowers' are given protection under the *Public Interest Disclosure Act (1998)* to ensure that they are not subsequently discriminated against or disadvantaged in any way.
8. This does not mean that the Village Hall guarantees that the identity of staff who report other staff will be kept secret. Often the evidence from the reporting staff is necessary to help prove the guilt of the accused staff member.
9. Reporting the whistle blowing procedure is detailed in our **Disciplinary procedure.**