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5.3. HumanResourcesPoliciesandProcedures

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HumanResourceManual

Anyinstanceof malpractice,negligenceor unprofessionalbehaviour. That is: any situation where the service user is being abused or their rights and dignity are being, or have been, disregarded or overruled or where decisions are taken which are clearly not in their interests and put them at risk of abuse, exploitation or oppression.

Any matters of concern they may have about social care, health care or education policy and practice issues concerns with the delivery of care to service users or carers in their authority, Trust, agency or unit which are detrimental to service users' and carers' interests.

Any circumstances arising to do with the employment environment, employment conditions or employers' practices that could place colleagues at risk."

The Act encourages all employees to raise genuine concerns in the confidence that it will be investigated properly. By encouraging employees to raise concerns internally rather than externally, it gives the Centre the opportunity to correct problems at an early stage, help to avoid damage to the Centre's reputation and deters malpractice throughout the organisation. Kibble pledges to protect good faith whistleblowers from any direct or indirect victimisation as a result of their communications. This of course extends to our primary task: issues of child protection.

Revelations of abhorrent abuse perpetrated against children by a minority of unscrupulous care workers continue to cause concern and raise questions about the safeguards that exist in child care services. Of more concern is that inquiries continue to report that staff had seen the dangers at the time, but had either been too scared to sound the alarm, or had raised the matter with the wrong person in the wrong way. Genuine concerns about the safety of children or issues about serious malpractice must be reported. Using the following guidelines, we would hope to foster a culture of openness and probity in our organisation, promoting confidence that such matters will be addressed in a responsible and professional manner.

Should you have concern about the activities of an individual in the organisation or an individual directly related with the business of the organisation, you should report these concerns to your immediate line manager.

Public interest disclosures are defined as:

- x criminal offences
- x failure to comply with legal obligations
- x actions which endanger the health or safety of any individual
- x actions which caused damage to the environment
- x actions which are intended to conceal
- x any of the above

Should the person about whom you have concerns be your immediate line manager, then you should report these concerns to someone in the next tier of management. If the concerns are with someone in this tier of management then it should be the next tier and so on.

In the first instance we would encourage people to raise concerns internally rather than externally. This gives the Centre the opportunity to correct problems at an early stage, help to avoid damage to the Centre's reputation and deters malpractice throughout the organisation.

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