



THE  
**HOUSE PROJECT**  
Lancashire

# Whistleblowing Policy

**2023 - 2025**



Related Procedures	<p>LHP – Safeguarding Young People Procedure, Allegations against Staff and Volunteers</p> <p>LHP – Safeguarding Young People Procedure, Referring Safeguarding Concerns</p>
Relevant Guidance	<p>Legislation, Statutory Guidance and Government Non-Statutory Guidance</p> <p><a href="#">Raising Concerns with Ofsted about Children's Social Care Services: Policy and Guidance for Whistleblowers (GOV.UK)</a></p> <p><a href="#">Whistleblowing for Employees (GOV.UK)</a></p> <p>Good Practice Guidance</p> <p><a href="#">Raising Concerns at Work: Whistleblowing Guidance for Workers and Employers in Health and Social Care (BASW)</a></p> <p>Useful Websites</p> <p><a href="#">Protect - Speak Up, Stop Harm</a> - Free, confidential whistleblowing advice</p> <p>Advise and Support for Workers</p> <p><a href="#">NSPCC Whistleblowing Advice Line</a> - Support for professionals who are worried about how child protection issues are being handled in their workplace.</p> <p><a href="#">Speak Up</a> - Support for NHS and Social Care Employees and Managers</p>
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Related Procedures	Allegations Against Staff and Volunteers  Safeguarding Young People and Referring Safeguarding Concerns
Relevant Guidance	

## 1 Introduction

The importance of raising concerns at work in the public interest or 'whistleblowing' is recognised by Lancashire's House Project.

The Public Interest Disclosure Act 1998 provides legal protection against workers suffering detriment as result of making a 'protected disclosure'. A 'protected disclosure' is when a 'worker' makes a 'qualifying disclosure' - often known as 'whistleblowing'.

A 'qualified disclosure' means any disclosure of information which, in the reasonable belief of the worker making the disclosure, tends to show one or more of the following:

- That a criminal offence has been committed, is being committed or is likely to be committed;
- That a person has failed, is failing or is likely to fail to comply with any legal obligation;
- That a miscarriage of justice has occurred, is occurring or is likely to occur;
- That the health or safety of any individual has been, is being or is likely to be endangered;
- That the environment has been, is being or is likely to be damaged; or
- That information tending to show any matter falling within any one of the preceding paragraphs has been, is being or is likely to be deliberately concealed.

The disclosure can relate to wrongdoing that has happened in the past, is presently happening or which the worker believes will happen in the near future.

The disclosure must be made in good faith: the worker must not commit a criminal offence by making the disclosure; they must reasonably believe the information

disclosed to be substantially true; the disclosure must not be made for personal gain; in all the circumstances of the case, it must be reasonable for the worker to make the disclosure.

Failure to follow this policy for making a disclosure may result in the disclosure of information losing its protected status.

A worker has the right not to be subjected to any detriment by any act, or any deliberate failure to act, by their employer on the ground that the worker has made a protected disclosure. For example, they must not be treated unfairly by Lancashire's House Project as employer or be dismissed from their employment because they have made the disclosure.

It is important for individuals to feel safe and listened to when raising concerns. Lancashire's House Project adopts an open approach to whistleblowing which promotes the values of openness and transparency and encourages employees to treat service users with dignity, respect and compassion. In that way, the wellbeing and safety of service users and the provision of good care become part of the culture, and are seen as "the way we do things around here".

From Lancashire's House Project's point of view, there are good business reasons for listening to workers who raise concerns, as it gives an opportunity to stop poor practice at an early stage before it becomes normalised and serious incidents take place.

From the worker's perspective, the freedom to raise concerns without fear means that they have the confidence to go ahead and "do the right thing". It is part of encouraging workers to reflect on practice as a way of learning.

## 2 What to do

Before making a disclosure, or at any time during the process, workers can contact support organisations for advice – see: Relevant Guidance above.

Workers should raise their concerns with the Registered Service Manager so that any appropriate action can be taken. If it is inappropriate to be shared with the Registered Service Manager, for example if the concerns are about them or a relative, staff should speak with an appropriate Senior Manager or the Head of Service.

[Lancashire County Council's Whistleblowing Policy](#) will be applied and outlines the process, support provided and actions to be taken by Lancashire County Council.

If the worker feels that their concern has not been addressed or the issues have not been resolved to achieve a solution and positive outcome, and that there are no further avenues for pursuing the matter within Lancashire's House Project, then they can make a disclosure to a 'prescribed person'. Prescribed persons include:

### **Children's Commissioner for England**

Contact them about matters relating to the rights, welfare and interests of children in England.

The Office of the Children's Commissioner  
Sanctuary Buildings  
20 Great Smith Street  
London  
SW1P 3BT

**Tel:** 020 7783 8330

**E-mail:** [info.request@childrenscommissioner.gov.uk](mailto:info.request@childrenscommissioner.gov.uk)

**Website:** [www.childrenscommissioner.gov.uk](http://www.childrenscommissioner.gov.uk)

### **Ofsted**

Contact them about matters relating to regulation and inspection of children's social care.

Ofsted  
Piccadilly Gate  
Store Street  
Manchester  
M1 2WD

**Tel:** 0300 123 3155

**E-mail:** [whistleblowing@ofsted.gov.uk](mailto:whistleblowing@ofsted.gov.uk)



## **The National Society for the Prevention of Cruelty to Children (NSPCC)**

Contact them about matters relating to child welfare and protection.

NSPCC  
Weston House  
42 Curtain Road  
London  
EC2A 3NH

**Tel:** 0800 028 0285

This phoneline is staffed 365 days a year:

- Mon-Fri (incl. bank holidays) 8am to 10pm;
- Weekends 9am to 6pm.

**E-mail:** [help@nspcc.org.uk](mailto:help@nspcc.org.uk)

**Website:** [www.nspcc.org.uk/keeping-children-safe/reporting-abuse/dedicated-helplines/whistleblowing-advice-line/](http://www.nspcc.org.uk/keeping-children-safe/reporting-abuse/dedicated-helplines/whistleblowing-advice-line/)

## **The Health and Safety Executive**

Contact them about the health and safety of individuals at work, or the health and safety of the public arising out of or in connection with the activities of persons at work.

**Tel:** 0300 003 1647

**Online form:** [www.hse.gov.uk/contact/concerns.htm](http://www.hse.gov.uk/contact/concerns.htm)

## **Health and Care Professions Council**

Contact them about matters relating to the registration and fitness to practise of a member of a profession regulated by the Health and Care Professions Council, or any other activities in relation to which the Council has functions.

Health and Care Professions Council  
Park House  
184-186 Kennington Park Road  
London  
SE11 8BU



**Tel:** 0845 300 6184

**Website:** [www.hcpc-uk.org](http://www.hcpc-uk.org)

### **Social Work England**

Contact them about matters relating to the registration and fitness to practise of a social worker.

1 North Bank  
Blonk Street  
Sheffield,  
S3 8JY

**Tel:** +44 (0)808 196 2274

**Email:** [enquiries@socialworkengland.org.uk](mailto:enquiries@socialworkengland.org.uk)

**Website:** [socialworkengland.org.uk](http://socialworkengland.org.uk)

