
Whistle Blowing Policy The Public Interest Disclosure Act 1998

This policy should only be used for dealing with major concerns over the conduct of anyone having contact with children of Scottish Overseas Guardianship Association

AIM - To encourage individuals who have concerns about any aspect of the SOGA's safeguarding practice to come forward and voice those concerns.

'Whistleblowing' is viewed by SOGA as a positive act that can make a valuable contribution to SOGA's efficiency and long-term success. It is not disloyal to speak up. SOGA is committed to achieving the highest possible standards of service and the highest possible ethical standards in public life and in all its practices. To help achieve these standards it encourages freedom of speech.

It is a fundamental expectation that every SOGA member will faithfully and not disclose confidential information about other members' affairs. Nevertheless, where an individual discovers information which they believe shows serious malpractice or wrongdoing within the organisation, then this information should be disclosed internally without fear of reprisal.

SOGA encourages you to raise your concerns internally in the first instance as we provide a safe, independent route for you to raise your concerns within the association.

The policy should not be used to report personal grievances.

The policy should only be for reporting with the following types of concerns:

A criminal offence

The breach of a legal obligation

A miscarriage of justice

A danger to the health and safety of any individual

Malpractice

Fraud, Improper conduct or unethical behavior

Attempts to suppress or conceal any information relating to any of the above

SPEAKING UP

Provides an avenue to report instances of wrong, dishonest or illegal activity. This might include waste or losses, error, mismanagement or dishonesty that may harm individuals or our organisation. This may relate to people issues and/or business issues.

Who can raise a concern?

- a. Any member of SOGA who has a reasonable belief that there is a serious malpractice relating to any of the issues mentioned above is entitled to raise concerns
- b. Concerns raised must be done so without malice and in good faith, a complainant must reasonably believe that any information disclosed, and any allegations made are true. They will not be expected to prove beyond doubt that the allegations are true but will need to demonstrate that there are reasonable grounds for concerns
- c. If the complainant makes an allegation on good faith but it is not confirmed by a subsequent investigation, then no action will be taken
- d. All concerns raised will be treated in confidence and every effort will be made not to reveal the identity of the person who raised the concern. However, at the appropriate time the individual who made the allegation may need to come forward as a witness
- e. Any individual who raises a concern in good faith will be protected from any reprisals or victimization.

2. Raising a concern

- a. Any concerns should be reported to the Guardian, Mrs. Pamela Keracher at the address below (1). If the allegation involves the guardian then the concern should be raised with the Care Inspectorate or Aegis contact details below
- b. Concerns should be raised verbally or in writing, in both instances the complainant will be required to state:
 - i the reason the background and the history of the concern, why they are concerned about the situation
 - ii the extent to which you they personally witnessed or experienced the problem
- c. The guardian will decide whether the allegation falls within the scope of existing policies & procedures such as child protection and will therefore be considered with SOGA's policies & procedures in mind.
- d. The guardian will consider the information that has been disclosed and decide whether there is a case to answer. The guardian will decide whether an investigation will be conducted into the allegation.
- e. The guardian will decide whether the result of any investigation requires the involvement of an external body such as the Police, Social Work Care Inspectorate and the appropriate if any disciplinary action to be taken against the person or persons whom the allegation involved.
- f. The guardian should compile a report that details the nature of the allegation, the evidence supporting it and the results of any investigation and any action against the individual concerned.
- g. The complainant and/or Guardian may wish to seek advice from external bodies such as SSPC/Children First/Care inspectorate.

CONTACT DETAILS:

Mrs Pamela Keracher,

52 Glsow Road, Perth PH2 0PB

Tel: 07762791805

E-mail: pamelakeracher@gmail.com

Care Inspectorate,

Head Office, Compass House, 11 Riverside Dr, Dundee DD1 4NY.

Tel: 0345 600 9527

E-mail: enquiries@careinspectorate.com

AEGIS

The Wheelhouse, Bond's Mill Estate, Bristol Road, Stonehouse, Stroud, Gloucestershire

GL10 3RF

Tel: +44 (0) 1453 821293

Email: info@aegisuk.net

NSPCC 0808 800 5000

NSPCC Whistleblowing helpline: help@nspcc.org.uk or 0800 028 0285

Children 1st, 83 Whitehouse Loan, Edinburgh EH9 1AT.
Tel: 0131 446 2300

August 2024

