# Whistle Blowing Policy in relation to Safeguarding

# To be read in conjunction with the general whistleblowing policy

This policy covers concerns that staff have about the conduct of individuals in a position of trust within the organisation, which could be detrimental to the safety or wellbeing of adults and children and where staff, for whatever reason, feel unable to raise them under the organisation’s standard complaints procedures. This procedure is also available to the organisation’s volunteers should they feel unable to raise a safeguarding concern using the channels outlined in this policy. It relates to raising concerns about:

* Unprofessional behaviour
* Bullying by staff
* Any form of abuse (physical, sexual, emotional or neglect)
* Name calling
* Personal contact with adults, children and young people which is contrary to the organisation’s policies and codes of conduct
* Any form of racial abuse
* Inappropriate sexualised behaviour
* Knowledge about an individual’s personal circumstances which may indicate they could be a risk to adults and/or children
* Persistent and enduring rumours including un-investigated historical rumours.

Where a person raising concerns is unable to raise the matter with either the Safeguarding Officer, their deputy or the MANAGER, then they can contact the chair of trustees who is responsible for the oversight of the Governance of the Charity. If the person raising the concern feels the Chair of Trustees has not appropriate addressed the concerns raised, then they can seek further recourse via the following means:

If it is felt there exists a significant risk of harm being caused to another person, then the person can raise their concerns directly with Lancashire County Council’s social services and/or Blackpool Unitary Authority’s relevant departments.

Signed:

Chairperson Date:

Blackpool Music School