



Whistle Blowing Policy

Effective Date	01/08/2024
Policy Description	A commitment to safeguarding ethical practices, encouraging accountability, and protecting individuals who raise concerns about misconduct
Author	RW / KS
Approved	CEO
Organisation	The Wild Ways / The Wildheart Foundation / Raising A Wild Child / The Wild Child PDA Foundation

Overview

The Wild Ways, along with our sister organisations: Raising a Wild Child, The Wildheart Foundation, and The Wild Child PDA Foundation are committed to being open, honest and accountable. We encourage a free, open and transparent culture. This policy applies to everyone working on behalf of The Wild Ways - the board of directors, paid staff and volunteers.

This policy aims to help team members to raise any serious concerns they may have about colleagues or the organisation with confidence and without having to worry about being victimised, discriminated against or disadvantaged in any way as a result. It is written in the context of the Public Interest Disclosure Act 1998 and other legislation which protects employees who 'blow the whistle' on malpractices within their organisation.

What Types of Concerns are Covered?

The policy is intended to deal with serious or sensitive concerns about wrongdoings such as the following:

- A criminal offence
- A failure to comply with any legal obligation
- A miscarriage of justice





- A health and safety risk to an individual
- Damage to the environment
- Deliberate concealment of the above
- Breach of our pledge laid out in our YPG handbook

It is not necessary for individuals to prove the alleged wrongdoing has occurred or is likely to occur, but they must believe that it is in the public interest to raise their concern(s). However if an individual knowingly or maliciously makes an untrue allegation (e.g. in order to cause disruption with our business, the Directors will take appropriate disciplinary action against them. It may constitute gross misconduct. Individuals should note that they will not be protected from the consequences of making a disclosure if, by doing so, they commit a criminal offence. This policy does not deal with any complaints staff may have about their employment. This should be dealt with through the Organisation's Grievance Procedure.

How to Raise a Concern

The officer designated to handle whistleblowing concerns is,
Alan Flack: alan@wildheartfoundation.co.uk

Depending on the seriousness and sensitivity of the matter, and who is suspected of wrongdoing, the individual can, if necessary, report directly to an independent prescribed body instead of the Directors. As we are in the Education Sector, our recommended prescribed bodies are either Ofsted, or the Ministry of Education, contact details below:

The Chief Inspector Ofsted
Piccadilly Gate Store Street Manchester M1 2WD
Tel: 0300 123 3155, Email: whistleblowing@ofsted.gov.uk

Ministerial and Public Communications Division Department for Education
Piccadilly Gate Store Street Manchester M1 2WD
Tel: 0370 000 2288 , Website: www.gov.uk/contact-dfe



Individuals are encouraged to raise their concerns in writing where possible, setting out the background and history of their concerns (giving names, dates and places where possible) and indicating the reasons for their concerns.

Protecting the individual raising the concern

If an individual raises a concern which they believe to be true, The Wild Ways will take appropriate action to protect the individual from any harassment, victimisation or bullying. Team members who raise a genuine concern under this policy will not be at risk of losing their job, nor will it influence any unrelated disciplinary action or redundancy procedures. The matter will be treated confidentially but if the concern cannot be resolved without revealing the individual's identity, the Directors will discuss with the individual whether and how to proceed.

How we will deal with the concern

How the concern will be dealt with, will depend on what it involves. It is likely that further enquiries and/or investigation will be necessary. The concern may be investigated by the Directors or it may be referred to the police, other agencies or an independent investigator. It may be necessary for the individual to give evidence in criminal or disciplinary proceedings. The Wild Ways will give the individual feedback on the progress and outcome of any investigation wherever possible. If the suspicions are not confirmed by an investigation, the matter will be closed. Team members will not suffer any detriment for raising the concern unless they are found to have made a malicious allegation.

Report a Safeguarding Concern

If you have a safeguarding concern, please complete this FORM [Report a Safeguarding Concern](#) and contact the Designated Safeguarding Lead.

Nominated Designated Safeguarding Lead (DSL): **Lara Turner**

Email: **safe@wildheartfoundation.co.uk**

Mobile: **07760227680**

