

Slow Theatre Company

Whistle Blowing Policy

Handling Allegations within the Organisation

It is the duty of everyone in the organisation to pass on any allegations or concerns about a child's welfare without delay. Any concerns or allegations about a volunteer or staff member must be reported immediately:

- All concerns are referred to the Designated Child Protection Officer. That person must then refer to the LADO (Local Authority Designated Officer) team on 01603 223473 first, then contact [.LADO@norfolk.gov.uk](mailto:LADO@norfolk.gov.uk)
- Remember that the welfare of the child is paramount, so any concerns about the welfare of a child MUST be referred to the Multi Agency Safeguarding Hub (MASH) 0344 800 8020 immediately.
- The referral to LADO must be within 24 hours of a concern or allegation being made.
- The referral must be followed up in writing within 24 hours of the LADO being contacted.
- It is important to share any concerns with LADO team and to make a joint and open decision as to how to proceed.
- In the rare situations that the concerns are about the Designated Child Protection Officer, concerns must be referred to the Deputy Officer. This may not be appropriate, in which case any member may personally refer direct to the LADO team.
- In an emergency, dialling 999 may be the only sensible course of action.
- Both the LADO team and the police will advise, assist and support in any future actions you would need to take e.g. informing parents.
- Ensure that everyone understands that any whistleblower disclosing information in good faith will be protected if s/he has a reasonable concern about a child.

Name:

Signed:

Organisation:

Date:

Date for review: October 2020