

Whistle-Blowing Policy and Procedure

Consistent with the emphasis The Lioncare Group places on the safety and welfare of the children living in our homes and learning in our school, the integrity of the business, and the need to act with uncompromising ethics, we believe all adults employed by The Lioncare Group or concerned with its management and organisation, or associated with the work of our homes and school and the welfare of the children should be able to raise issues of concern if they feel that wrongdoing or bad practice is occurring.

If an adult has a concern that the principles upon which this statement is based have been compromised for whatever reason, they should bring their concerns to the attention of their line manager in the first instance.

Personal Responsibility

It is the duty of all adults employed by The Lioncare Group to report any of the following incidents whether these actions have been committed, are currently being committed, are likely to be committed or are suspected of being committed.

- Criminal activity
- Failure to comply with legal obligation
- Miscarriage of justice
- Endangering health and safety of individuals
- Damage to environment
- Malpractice by colleagues
- Deliberate concealment of information concerning one of the preceding sets of circumstances.

No prejudice or discrimination will be taken against a person who, in good faith, reports such incidents.

Any person reporting such incidents will be made aware of whether this will remain confidential or whether there will be a need to disclose who has reported the incident to a third party.