



Whistle blowing Procedure

The Indigo Childcare Group will not tolerate or condone any unacceptable behaviour by staff, volunteers or any other adults associated with the service.

We will actively encourage and support the reporting of such behaviour. We will do this by:

- Provide the appropriate avenues for anyone to raise concerns
- Reassure person(s) they will be protected against harassment or victimisation
- Provide avenues for person(s) to receive feed back on any action taken
- Inform person(s) how to take the matter further if they are dissatisfied with the response
- Until the concern is investigated the complainant should keep the matter confidential
- The action taken will depend on the severity of the allegation and may result in external agencies investigating
- If allegations are unconfirmed by an investigation no action will be taken against the complainant
- If individuals make malicious or vindictive allegations then disciplinary action may be taken

Date Implemented: 28 June 2011

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