

Whistleblowing/ Public Interest Disclosure Act 1998 Policy - Care Supply Pool

Policy Statement:

At Care Supply Pool, we are committed to maintaining the highest standards of service and promoting the well-being of children and vulnerable adults. We recognize the importance of whistleblowing as a vital means to safeguard individuals in our care. This policy outlines our commitment to creating an environment where staff can confidently report any malpractice, illegal acts, or omissions, without fear of intimidation or reprisal.

Legal Framework:

This policy is designed in accordance with the Public Interest Disclosure Act 1998, which provides protection to workers who make disclosures in the public interest, safeguarding them from unfair treatment or job loss.

Introduction:

Whistleblowing refers to the act of reporting suspicious, illegal, or dangerous activities that may put service users or patients at risk or involve imminent harm. We encourage all staff to speak out if they have concerns about inappropriate or unlawful conduct, financial mismanagement, poor practice, behaviour or acts of bribery.

Procedure:

All staff members have a duty to support and maintain high standards of care. If you have concerns about inappropriate behaviour, unlawful conduct, poor practice or behaviour, it is your responsibility to raise those concerns. It is important that you have reasonable grounds to believe that the information you provide and any allegations you make are substantially true (mere suspicion is not enough).

Examples of Concerns:

- Physical or emotional abuse
- Bullying
- Modern Slavery (Refer to Modern Day Slavery Policy)
- Theft, fraud, or bribery
- Health and safety issues and risks
- Abuse of power, position, or authority
- Failure to treat people with dignity
- Financial mismanagement

Guidance:

If you are an agency worker and need advice, wish to discuss a concern, or raise a disclosure, consider the following avenues:

- Talk to the line manager of the client involved and discuss the issue.
- Raise your concern with Care Supply Pool.

- If your concern is not adequately addressed or you are uncomfortable speaking to the client's line manager, arrange a meeting with a more senior manager within Care Supply Pool.
- Whistleblowing Helpline for the NHS and Social Care: 08000 724725, www.wbhelpline.org.uk
- Modern Slavery Helpline: 08000 121 700 (fully independent and confidential)
- CIW - 03007900126
- Care Quality Commission Tel: 03000616161
- NMC - 02076377181
- Contact the police if you believe there is a risk of imminent danger or harm.

Confidentiality of Individuals Supported:

If you choose to raise a concern, you must not breach the confidentiality of the individuals you support. Disclosure of service user, patient, or children's information should only occur when requested by the police during an investigation.

Bullying or Harassment:

If you experience bad treatment, such as bullying or harassment, as a result of speaking up or raising a concern, inform your manager and request protection in accordance with the Public Interest Disclosure Act 1988.

Care Supply Pool's Role:

In all cases, the identities of the parties involved will be kept strictly confidential. Anyone making a complaint will be informed of this.

All allegations reported to Care Supply Pool will be handled in strict accordance with the law, and every necessary step will be taken to maintain the confidentiality of the source of the report.

Serious incidents or allegations should be reported directly to either:

Samuel Jones (Director of Care Supply Pool)

Gerald Parker (Director of Care Supply Pool)

Review: This policy will be reviewed regularly to ensure its effectiveness and compliance with applicable laws and regulations.