

Whistleblowing

This policy protects Seadream representatives (staff and volunteers) who report colleagues they believe are doing something wrong or illegal.

Dr Juliette Jackson and Dr Jeanette Sanders are available to receive concerns. All Seadream representatives are to be treated equally and fairly.

The wrongdoing covered by this policy statement includes incidents where:

- Someone's health or safety is in danger.
- Damage to the environment.
- A criminal offence.
- Not obeying the law.
- Covering up a wrongdoing.
- Misuse of funds.
- Actions that negatively effect the welfare of individuals.

Where Seadream representatives have concerns they should aim to report the concern internally before turning to an external prescribed body.

Making an external to Seadream report may only be undertaken where the whistle blower thinks the organisation will cover the concern up, would treat them unfairly if they complained or have raised the matter before but the concern hasn't been dealt with.

Prescribed bodies include the NSPCC or the 'Public concern at work' – www.pcaw.org.uk

Principles of whistleblowing

- 1) The need for culture change.
 - Culture of safety and learning.
 - Raising concerns.
 - Culture free from bullying.
 - Culture of visible leadership.
 - Value staff who raise concerns.
 - Culture of reflective practices.
- 2) The need for improved handling of cases.
 - Informal and formal raising and resolution of concerns.
 - Prompt, swift, proportionate and blame free investigation.
 - Mediation and dispute resolution.
- 3) The need for measures to support good practice.
 - Equal support to those raising concerns.
 - Transparency accountable.