

‘Whistleblowing’ and Handling Allegations within the Organisation

It is the duty of everyone in the organisation to pass on any concerns or allegations of child abuse without delay:

- All concerns are referred to the Designated Child Protection Officer immediately, Terry Macrowan on 07925851849. This will then be referred to the LADO (Local Authority Designated Officer) team within 24 hours on a consultation/referral form from www.norfolkscb.org
- It is important to share **any** child protection 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 you 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 suspicion of child abuse.