



JPAC Ltd Whistle Blowing Policy

JPAC Ltd Out of School Clubs will not accept or condone any behaviour by Staff or other adults associated with the Club that is contrary to our Aims and Objectives, Policies and Procedures. We will actively encourage and fully support the reporting of such behaviour. We will do this by:

- Promoting an environment of mutual respect, trust and open communication.
- Promoting an environment that is free from bullying, harassment and discrimination.
- Treating everyone equally and fairly, with dignity and respect and by valuing individual differences.
- Ensuring that the quality of the work of each staff member/volunteer is effectively monitored as well as the work of the club as a whole.
- Ensure that procedures are in place for reporting unacceptable behaviours/practices.
- Actively supporting staff/volunteers that 'blow the whistle' both during the investigation and after, and in line with the relevant legislation.

Should you have any concerns you should report the matter to :

Ryan Robertson (Managing Director) 07971957839

or

James Proudfoot (Owner JPAC Ltd) 07812135036

or

Diane Proudfoot (Director) 07786088840

Your concerns will be treated completely confidentially and will be investigated. The person you have spoken/written to from the list above will investigate and report back to you within 10 days. Further action will be taken when and where necessary.

Reviewed August 2015

Reviewed April 2019