**Whistle Blowing Policy**

The Club@Midmill will not accept or condone any unacceptable behaviour by staff, volunteers or other adults associated with the Club that is contrary to the Club’s Aims and Objectives or Policies and Procedures. We will actively encourage and support the reporting of such behaviour. We will do this by:

* A mutual respect, trust and open communication environment being promoted
* Promoting an environment that is free from bullying, harassment and discrimination
* Everyone will be treated equally and fairly, with dignity and respect and by valuing individual differences
* It will be ensured that the quality of work of each staff member/volunteer is effectively monitored as well as the work of the Club as a whole, through regular reviews
* Ensuring that the procedures are in place for reporting unacceptable behaviour/practices, and they are reviewed annually
* Actively supporting staff/volunteers that ‘blow the whistle’ both during the investigation and after, this will be in line with the relevant legislation. We will do this through keeping them up to date with what’s happening and offering counselling/support sessions.

All staff are encouraged to use staff meetings to discuss views so any conflict can be managed away from the children.