

## Whistleblowing policy

### What is whistleblowing?

Whistleblowing is when someone raises a concern about a dangerous or illegal activity or any wrongdoing within an organisation.

### When to call?

If you have concerns about a child attending Theatrics you should raise this with the nominated child protection lead or a trusted adult.

You should call the Whistleblowing Advice Line if:

- You have a concern with or are not satisfied with the response of the child protection lead
- You are worried about being treated unfairly
- You are not comfortable speaking to the child protection lead or any adult within Theatrics

You can call about an incident that has happened in the past, is happening now or you believe may happen in the future.

### What to expect when you call?

You will be connected with a trained practitioner who will discuss your concerns with you and:

- talk you through the whistleblowing process
- take detailed of your concern
- explain the protection available to you if you need it
- get relevant agencies and authorities to take action on your concern.

You **can** remain anonymous when contacting through the whistleblowing advice line.

What the law says about whistleblowing:

If you disclose information about wrongdoing the law protects you from being treated unfairly or losing your job.

A disclosure must be about something that affects the general public such as:

- 🎬 a criminal offence has been committed, is being committed or is likely to be committed
- 🎬 a legal obligation has been breached
- 🎬 there has been a miscarriage of justice
- 🎬 the health or safety of any individual has been endangered
- 🎬 the environment has been damaged
- 🎬 information about any of the above has been concealed.

Contact the NSPCC Whistleblowing Advice Line:

📞 0800 028 0285

✉ [help@nspcc.org.uk](mailto:help@nspcc.org.uk)