

Storyy Group Whistleblowing policy

Storyy Group refers to the following sectors: Storyy Homes, Storyy AP and Storyy Training.

Introduction

This policy is designed to encourage employees, volunteers, and contractors of Storyy Group, to report suspected or actual occurrence of illegal, unethical, or inappropriate events (behaviours or practices) without retribution.

Scope

The policy applies to all employees, volunteers, contractors, and parents associated with Storyy Group. It covers but is not limited to irregularities, misconduct, malpractice, child abuse, neglect, and any risk to the safety of the children and young people we serve.

Safeguarding

Protection

This policy is intended to offer protection to those employees of the Group who disclose such concerns provided the disclosure is made:

- In good faith
- In the reasonable belief of the individual making the disclosure that it tends to show malpractice or impropriety

The Group will treat all such disclosures in a confidential and sensitive manner. The identity of the individual making the allegation may be kept confidential unless legal obligations necessitate revelation. All disclosures and concerns can be emailed to hello@storyy.group and will remain confidential when shared with appropriate members of the SLT team. Alternatively, any concerns can be disclosed anonymously via the Staff whistleblowing form on the Storyy App. Concerns expressed anonymously are much less credible, but they may be considered at the discretion of the Group. This policy encourages individuals to put their name to any disclosures they make.

Untrue Allegations

If an individual makes an allegation in good faith, which is not confirmed by subsequent investigation, no action will be taken against that individual. If, however, an individual makes malicious or vexatious allegations, disciplinary action may be taken against them.

Procedure

In the first instance

Any concerns should be raised with immediate line managers, but for serious matters, or in the case of an inadequate response, it can be escalated to Operation Manager or Operations Directors either via email to hello@storyy.group and will remain confidential

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when shared with appropriate members of the Senior Management or Board of Directors. Alternatively, any concerns can be disclosed anonymously via the Staff whistleblowing form on the Storyy App detailing concerns and will be sent directly to relevant members of the management team to investigate.

Escalation

If the concern is about the immediate line manager, the individual should report to the next level of management. If the concern is about the highest authority within the Group, the individual can report any concern to external company, called Say so.

You can visit www.say-so.co.uk for all information about the service.

To report any concerns visit www.say-so.co.uk and use the online report too (available 24/7), where you will be able to read explanations of your options to 1) reporting openly 2) reporting in confidence or 3) reporting anonymously .

OR

Call Say So on (freecall) 0800 321 3546 where you will be directed to an available agent who will note your information and explain your options with regard to 1) reporting openly, 2) reporting in confidence or 3) reporting anonymously **(Please note this service is available Mon-Fri 0900-1700 (Excl. bank holidays))**

Say So are commissioned to securely manage these reports and pass the concerns raised to a nominated board level manager with the company in such a format that confidential or anonymous reporters are not identified.

Internal Stages

Once a concern has been received, Storyy Group or Say so will assess concern raised and consider what action may be appropriate. This may involve an informal review, an internal enquiry or a more formal investigation. Where we can, we will tell you who will be handling the matter, how you can contact them and what further assistance we may need from you. We pledge to carefully consider all reports received in this way for enquiry and further action where justified. We also pledge to feedback the results to known reporters.

When you raise the concern, it will be helpful to know how you think the matter might best be resolved. If you have any personal interest in the matter, we do ask that you report this at the outset. If we think your concern falls more properly within our grievance, harassment and bullying or other relevant procedure, we will inform you accordingly (if your identity is known to us).

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matters raised will be dealt with promptly. Where appropriate, immediate steps will be taken to remedy the situation as soon as practicably possible.

Outcome

A final outcome may take time, but a final resolution/outcome should be available in most cases within 10 working days.

Following the investigation, steps will be taken to feedback the outcome to the reporter.

If any learning and development is reached this will be additionally circulated internally.

Any outcome resulting disciplinary action, may not be fully shared with reporter in line with our Confidentiality policy. Storyy Group aim to be as clear as possible with outcomes following concerns raised.

To emphasise again, it is the desire of the company that this process becomes established and accepted as an additional means to report matters of concern and that it plays an important part in achieving an ever more open communication culture.

Responsibilities

All employees, volunteers, and contractors should understand and comply with this policy and should take steps to disclose any wrongdoing or malpractice, it plays an important part in achieving an ever more open communication culture. All managers and supervisors must address these concerns seriously, promptly, and professionally.

Review

This policy will be reviewed annually or as needed based on changes in legal requirements.

Endorsement

All parties must acknowledge this policy and indicate their agreement to abide by its provisions. Failure to comply can result in disciplinary actions up to and including termination.

Completed by- Natalie Lee -16/8/24

Review date- 16/8/25