

St Marychurch Pre-school

Whistle Blowing Policy

Statement of intent

Whistle blowing is raising a concern about malpractice within an organisation

Aim

We aim to deliver a high quality pre-school service, promoting accountability and maintaining public confidence. We aim to provide individuals in the workplace with protection from victimisation or punishment when they raise a genuine concern about misconduct or malpractice in the setting.

Methods

This policy is underpinned by the Public Interest Disclosure Act 1998, which encourages people to raise concerns about misconduct or malpractice in the workplace, in order to promote good controls and accountability in the public interest. The Act covers behaviour, which amounts to:

- A criminal offence
- Failure to comply with any legal obligation
- A miscarriage of justice
- Danger to health and safety of an individual and/or environment
- Deliberate concealment of information about any of the above

This policy is not intended to be a substitute for, or an alternative to the settings formal complaints procedure. It is designed to instil a culture of openness and transparency within the setting, which makes it safe and acceptable for employees and volunteers to raise, in good faith, a concern they may have about misconduct or malpractice.

To achieve this

- An employee or volunteer who, acting in good faith, wishes to raise such a concern should normally report the matter to the Designated Safeguarding person who will advise the employee or volunteer of the action that will be taken in response to the concerns expressed.
- Concerns should be investigated and resolved as quickly as possible
- If an employee or volunteer feels the matter cannot be discussed with the Designated Safeguarding person of the Pre-school then he/she should contact the Designated Safeguarding Person on the committee
Rebecca Harries
- Alternatively you can contact our Early Years Advisor **Emma Kerridge** 01803 208772, Social Services Designated Person **John Edwards** on 01803 208411, **Patrick Duke 01803 208562**, or **OFSTED** (email whistleblowing@ofsted.gov.uk) or call 0300 123 3155 for advice on what steps to follow.
- A disclosure in good faith to the Designated Safeguarding Person and Committee Designated Safeguarding Person will be protected
- Confidentiality will be maintained wherever possible and the employee or volunteer will not suffer any personal detriment as a result of raising any genuine concern about misconduct or malpractice within the setting.

Signed: _____ Position: Chairperson Dated: _____

We aim to provide a safe, stimulating, caring, happy Pre-school where all children and their families are welcome. We provide a curriculum based on the Early Years Foundation Stage using individual children's interest and needs.