

## **Safeguarding and Welfare Requirement: Whistle Blowing Policy**

### **Whimble Preschool implement policies and procedures to safeguard children**

#### **1.7 Whimble Pre-school Whistle Blowing Policy**

##### **Policy statement:**

Whimble Pre-School provides a happy and caring environment which is secure and stimulating in order to develop each child into a self-assured, confident and self-motivated learner. In line with this commitment we expect all employees, committee members and volunteers to recognise a duty of care to the organisation and its learners.

Whimble Pre-School have adopted this Whistle Blowing Policy to ensure all staff, volunteers and committee members have the opportunity to report any concerns about others in an open and transparent way without fear of victimisation.

If any member of staff has a concern they should feel at ease to be able to discuss their concern with the Pre-School Manager or Chairperson immediately to enable the concern to be resolved as soon as possible.

Whistle blowing relates to all those who work within our setting who may think that they need to raise a concern about practices and procedures in our setting and wish to do so in a confidence.

We are committed to delivering a high-quality pre-school service, promoting organisational accountability and maintaining public confidence.

This policy provides individuals in the workplace with protection from victimisation or punishment where they raise a genuine concern about misconduct or malpractice in the setting. The 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 governance 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.

##### **Procedure**

▪ It is not intended that this policy be a substitute for or an alternative to the formal Grievance Procedure, but is designed to nurture a culture of openness and transparency within the organisation, which makes it safe and acceptable for employees and volunteers to raise, in good faith, a concern they may have about misconduct or malpractice.

- An employee or volunteer who, acting in good faith, wishes to raise such a concern should normally report the matter to the pre-school Manager who will advise the employee or volunteer of the action that will be taken in response to the concerns expressed. Concerns can be made verbally or in writing. Concerns should be investigated and resolved as quickly as possible.
- If an employee or volunteer feels the matter cannot be discussed with the Pre-school Manager they should report their concerns to the Chairperson of the setting.
- It may be necessary to raise your concerns with external agencies including:

**1 MASH** (Multi Agency Safeguarding Hub) on 0345 155 1071 or email: [mashsecure@devon.gcsx.gov.uk](mailto:mashsecure@devon.gcsx.gov.uk)

**2 Ofsted** – contact can be made as follows A dedicated whistle blowing hotline - 0300 123 3155 (Monday to Friday from 8.00am to 6.00pm).

By email to the whistleblowing team - [whistleblowing@ofsted.gov.uk](mailto:whistleblowing@ofsted.gov.uk).

By post: WBHL, Ofsted, Piccadilly Gate, Store Street, Manchester M12WD

The hotline can be used by anybody who has a whistleblowing concern about services or practice in any local authority, or in a care or educational setting regulated and inspected by Ofsted, including: employees and former employees, agency staff currently and formerly working within care or educational settings voluntary workers in care or educational settings

- Any matter raised under this procedure will be investigated thoroughly, promptly and confidentially.
- You will receive thorough feedback following the outcome of the investigation.
- Whimple Pre-School will not tolerate harassment or victimisation and will take appropriate action to protect you when you raise a concern in good faith.
  - Victimisation of any individual for raising a concern will be a disciplinary offence.
  - If misconduct is discovered as a result of an investigation then disciplinary procedures will be used. Please note that:
    - Staff must disclose the information in good faith.
    - Staff must believe the information to be true.
    - Staff must not make false accusations.

This policy was adopted by	Whimple Preschool
On	<hr/> 12/9/19
Latest Review date	<hr/> 22/2/23
Reviewed by	<hr/> Joanna Sibley Preschool Manager <hr/>