

## General Welfare Requirement: Safeguarding and Promoting Children's Welfare

The provider must take necessary steps to safeguard and promote the welfare of children.



# Whistleblowing within the Workplace

## Policy Statement

**Whistle blowing is raising a concern about malpractice within the workplace.**

The children who attend our setting have a right to play and learn in a safe and positive environment.

This policy is to enable staff, volunteers, students, and directors the right to make a complaint should they witness any concerns surrounding the protection of children or adult behavior within the setting.

Bringing a complaint or concern to the manager or chair of directors or another professional body is the responsibility of everyone. It requires strength and bravery to stand up for children's rights and this policy will help you should the need ever arise.

## 7 Key features of effective practice

The best for every child	High quality care	The Curriculum	Pedagogy	Assessment	Self-regulation and executive function	Partnership with Parents
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[https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment\\_data/file/1007446/6.7534\\_DfE\\_Development\\_Matters\\_Report\\_and\\_illustrations\\_web\\_2\\_.pdf](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/1007446/6.7534_DfE_Development_Matters_Report_and_illustrations_web_2_.pdf)

## Procedures

This policy provides individuals in the workplace protection from victimisation or punishment where they raise a genuine concern about misconduct or malpractice in the organisation. The policy is underpinned by the *Public Interest Disclosure Act 2013*, which encourages people to raise concerns to promote good governance and accountability in the public interest. The Act covers behavior which relates to:

- A criminal offence
- Failure to comply with any legal obligation
- A miscarriage of justice
- Danger to the health and safety of another adult, child, or the environment
- Deliberate concealment of information of any of the above

An individual may also be concerned that another individual is in breach of the statutory guidance of the EYFS.

This policy is designed to nurture a culture of openness and transparency which makes it safe and acceptable for an employee, volunteer, students, or directors to raise a concern in good faith. It is not an alternative to the Grievance and Disciplinary Procedure and should be read alongside the policies on Safeguarding, Children’s Rights and Entitlements, Employment and Staffing and Confidentiality.

We are committed to providing paid and unpaid staff with an effective mechanism for dealing with situations that arise from concerns within the workplace.

An employee, volunteer, student or director who, acting in good faith, wishes to raise a concern should normally report the matter to the Manager who should advise the individual of the action she will take in response to the concerns expressed. This could include consulting with other professional bodies such as the Area Safeguarding Board, the SPoA, Ofsted, Early Years Alliance. Concerns will be investigated and resolved as quickly as possible. The individual who has raised the concern will be notified in writing of the result of the concern within 28 days. We will also notify other professional bodies of the concern, (such as Ofsted) when required to do so by law, within the stated legal timeframes i.e. 14 days if the concern is an allegation of serious harm or abuse by any person working or looking after children on the premises.

If the individual feels they cannot discuss the matter with the Manager or if they still have concerns after informing the Manager, the concern should be reported to the Chair of the Directors. The Chair will decide in consultation if necessary, with the other professional bodies (as mentioned above) what action is to be taken. Alternatively, the NSPCC have a designated line for practitioners who wish to discuss a concern: **0800 0280285** from 08:00 to 20:00 Monday to Friday

A disclosure, in good faith, to the Manager or the Chair will be protected. Confidentiality will be maintained wherever possible. The individual raising the concern will not suffer any detrimental treatment and will be supported as much as possible as we recognise how stressful it can be to report a colleague.

NB: There are no restrictions in Employment law relating to length of service or age of individual. Under the Public Interest Disclosure Act, employees may safely seek legal advice on any concerns they have about malpractice. This Act does not at present cover volunteers.

This Policy was reviewed by	Shereen Milledge - Manager
Adopted by	Rotherfield Village Pre-School Staff and Directors
Date	November 2021
Review Date	November 2022

#### Review Log

Review Date	Brief Details of Amendments	Amended By	Agreed By
December 2020	None required	Sandra Cawsey	Rotherfield Pre-School Staff

			&Directors
November 2021	None required	Shereen Millegde	Rotherfield Pre-School Staff &Directors