

WHITLEY LODGE UNDER FIVES

WHISTLEBLOWING POLICY

Definition

Whistleblowing is raising a concern and disclosing information about malpractice within an organisation.

Statement of intent

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

Aims

This policy aims to provide individuals in the workplace with 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 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.

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.

Implementation

An employee or volunteer, who, acting in good faith, wishes to raise concerns about poor or unsafe practice in the settings safeguarding provision. Staff should report the matter to one of the pre-school managers 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. Your concern will be taken seriously and recorded in writing, investigated promptly, objectively and confidentially. It will be shared only with those who need to know. The manager/ chairperson/ safeguarding trustee will provide feedback on the outcome where appropriate.

If an employee or volunteer feels the matter cannot be discussed with one of the the pre-school managers, he or she should contact the Chair of the Committee, our safeguarding trustee or escalate it to OFSTED on 0300123 3155, Monday – Friday 9am-5pm or email: whistleblowing@ofsted.gov.uk or write to : WBHL, Ofsted, Piccadilly Gate, Store Street, Manchester, M1 2WD for advice on what steps to follow.

Alternatively the employee can contact :

- NSPCC whistleblowing advice line 08:00- 20:00 Monday – Friday and 9:00- 18:00 at weekends
TEL: 0800 0280285 or email help@nspcc.org.uk or write to: NSPCC Western House, 42 Curtain Road, London EC2A 3NH
- Ofsted provides guidance on how to make complaints about a provider
[Complaints procedure - Ofsted - GOV.UK](#)

A disclosure in good faith to the pre-school manager or Chair of Committee 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 organisation.