

18. Whistleblowing Policy



Statement of intent

It is our intention to provide employees and volunteers at Yaddlethorpe Pre-school with protection from victimisation or punishment where they raise a genuine concern about misconduct or malpractice. This policy is designed to nurture a culture of openness and transparency within the group, which makes it safe and acceptable for employees and volunteers to raise, in good faith, a concern that they may have about misconduct or malpractice. 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 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.

Staff must acknowledge their individual responsibilities to bring matters of concern to the attention of the manager &/or relevant agencies. Although this can be very difficult, it is important where the welfare of a child may be at risk.

How to raise a concern

- You should voice your concerns, suspicions or uneasiness to the manager or supervisor as soon as you feel you can. The earlier the concern is expressed, the sooner it is possible for action to be taken. A written record will be kept. Alternatively, depending on the seriousness and sensitivity of the issue, the concern can be raised directly with Ofsted:-

Ofsted Whistleblowing hotlined – 0300 123 3155 (Monday – Friday 8am – 6pm)

Email at whistleblowing@ofsted.gov.uk

Or write to

WBHL

Ofsted

Piccadilly Gate

Store Street

Manchester

M1 2WD

How we will respond

The action taken by Yaddlethorpe Pre-school will depend on the nature of the concern and may:

- be resolved by agreed action without the need for investigation.
- be investigated internally.
- be referred to Ofsted.
- be referred to the police.

Untrue Allegations

If staff make an allegation in good faith, but it is not confirmed by the investigation, no action will be taken against them. If, however, staff make malicious or vexatious allegations, disciplinary action may be taken against them.

Confidentiality

A disclosure in good faith to the manager or supervisor will be protected. Every effort will be made to protect staff members' identity when they raise a concern and do not want their name to be disclosed. It must be appreciated that the investigation process may reveal the source of the information and a statement by staff may be required as part of evidence.