



## 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 poor or unsafe practice and know that such concerns will be taken seriously by senior leadership team. 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 poor or unsafe practice. This policy is underpinned by the Public Interest Disclosure Act 1998, which encourages people to raise concerns about poor or unsafe practice 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.

All staff are aware of the settings whistleblowing procedures and where to access the policy.

### How to raise a concern

- You should voice your concerns, suspicions or uneasiness to the manager and/or Designated Safeguarding Lead 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 reported to the **Local Authority Designated Office (LADO) – 01724 298293**
- or raised directly with Ofsted:-  
**Ofsted Whistleblowing hotline – 0300 123 3155 (Monday – Friday 8am – 6pm)**  
**Email at [whistleblowing@ofsted.gov.uk](mailto:whistleblowing@ofsted.gov.uk)**  
**Or write to**  
**WBHL**  
**Ofsted**

**Piccadilly Gate  
Store Street  
Manchester  
M1 2WD**

**Ofsted provides guidance on how to make complaints about a provider: [Complaints procedure-Ofsted-GOV.UK](https://www.gov.uk/guidance/complaints-procedure-ofsted)(www.gov.uk)**

**General guidance on whistleblowing can be found via: Whistleblowing for employees.**

- **NSPCC whistleblowing advice line is available. Staff can call 0800 0280285- 08.00 to 20.00 Monday to Friday and 09.00 - 18.00 at weekends. The email address is [help@nspcc.org.uk](mailto:help@nspcc.org.uk)**

**Or write to**

**National Society for the Prevention of Cruelty to Children (NSPCC)**

**Weston House**

**42 Curtain Road**

**London**

**EC2A 3NH**

### **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.

