

Whistleblowing

Policy statement

This policy applies to all employees and applies equally to those designated as casual, temporary or work experience students.

As childcare provider it is our individual responsibility to maintain the welfare of both the children and staff.

It is our duty to express any concerns or issues to a manager as soon as we notice anything that could raise concern.

Procedures

- First raise your concern with your Manager. In most cases the matter will be dealt with at this stage. The earlier you raise your concern, the easier it will be to take action. **REMEMBER, IF IN DOUBT, RAISE IT.**
- If you are unable to raise the issue with your Manager and your concern relates to them you should contact

NSPCC- Whistleblowing on 0800 028 0285

OFSTED can be contacted by email- whistleblowing@ofsted.gov.uk or by phone **0300 123 1231**

What is whistleblowing?

Whistleblowing is a term used when someone who works in or for an organisation wishes to raise concerns about malpractice in the organisation. Whistleblowing encourages and enables staff to raise serious concerns within the preschool, rather than overlooking a problem or “blowing the whistle” outside.

Little Steps Preschool is committed to the highest possible standards of openness, probity and accountability.

Making a disclosure in the public interest (whistleblowing) is essential for keeping children safe in the setting and to ensure good quality practice across the setting.

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 that 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
- Bullying, humiliation, discrimination, poor practice, unsafe practice, abuse or neglect
- Deliberate concealment of information about any of the above

Aim of the policy

- To encourage you to feel confident in raising concerns and to question and act upon concerns and practise
- To provide avenues for you to raise concerns in confidence and receive feedback on any action taken
- To reassure you that you will be protected from possible reprisals or victimisation if you have a reasonable belief that you have made a disclosure in good faith.
- To ensure that you receive a response to your concerns and that you are aware of how to pursue them if you are not satisfied.

Little Steps Preschool recognises that the decision to report a concern can sometimes be a difficult one to make. If what you are saying is true, then you should have nothing to be worried about as you will be doing your duty to your employer and those for whom you provide a service.

Fear of getting information incorrect or being disbelieved may lead to concerns being ignored and an issue not raised.

Any employee or volunteer who, acting in good faith, wishes to raise such concern should normally report the matter to their manager immediately.