

Whistle Blowing Policy

Policy statement

St Joseph's Pre-School actively encourages a very open culture consisting of high levels of communication between all levels of students, volunteers, staff, the manager and committee members.

This group is an organisation committed to delivering a high-quality Pre-school service, promoting organisational accountability and maintaining public confidence.

This policy provides 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
- Concealment of information about any of the above.

****Please also see our Safeguarding, Recruitment, Information sharing and Grievance Policies for further information****

Definition:

Whistle blowing is raising a concern about malpractice within an organisation.

Procedures

The Pre-School Management Committee will encourage the ongoing development of a nurturing culture of openness and transparency, ensuring that staff and volunteers feel safe to raise concerns of misconduct or malpractice.

All staff will be encouraged to raise any concerns they might have initially with the Pre-School Manager, or if the concern relates to the Manager concerns can be raised with the Staff liaison officer of the Management Committee.

All concerns will be recorded in accordance with the Pre-School Safeguarding and Confidentiality Policies, and the person raising the concerns will be kept informed of the actions taken in response to their concerns.

All concerns will be investigated as a matter of urgency and will be reported to Ofsted, MASH or the LADO if they relate in any way to the safety of children whilst in the setting.

Concerns can be raised as follows;

Students & Volunteers*	Staff*	Manager*	Chairperson*
Report concern to Manager and/or Chairperson	Report concern to Manager and/or Chairperson	Report concern to Chairperson or direct to OFSTED informing Chairperson (if appropriate).	Discuss concern with Manager or Report direct to OFSTED informing Manager. (if appropriate)

*If an employee, student or volunteer, feels the matter cannot be discussed with the manager, or the Management Committee contact should be made with one of the following for advice on what to do next?;

The Early Years and Childcare Advisor – Sharon Geiringer Tel: 01626 324982

OFSTED – Tel: 0300 123 3155 (Monday to Friday from 8.00am to 6.00pm)

Email: whistleblowing@ofsted.gov.uk.

LADO – Tel : 01392 384964

Email: ladosecure-mailbox@devon.gcsx.gov.uk

MASH- Tel: 0345 1551071

Email: mashsecure@devon.gcsx.gov.uk