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Play • Learn • Grow

Whistleblowing Policy

Policy Statement

This Whistleblowing policy aims to help and protect staff, children and anyone involved with the preschool. We actively encourage a very open culture consisting of high levels of communication between all levels of staff, students, volunteers and committee members.

Definition

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

Procedure

We are 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. It is not intended that this policy be a substitute for, or an alternative to the preschools Grievance Policy, but is designed to nurture a culture of openness and transparency within the preschool, which makes it safe and acceptable for employees and volunteers to raise, in good faith, a concern they may have about misconduct or malpractice.

- An employee or volunteer who, acting in good faith, wishes to raise such a concern should normally report the matter to the Leader or Chairperson 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.
- A disclosure in good faith to the Manager/Deputy or Chairperson 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.
- Concerns regarding the Manager should be reported to the Chairperson.
- ANYONE can report DIRECTLY to OFSTED Tel: 0300 123 1231 – enquiries@ofsted.gov.uk

