

Whistle Blowing Policy

Definition : Whistle blowing is raising a concern about malpractice within an organisation

Protection : This group is an organisation committed to delivering a high quality preschool 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, 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.
- Deliberate concealment of information about any of the above.

It is not intended that this policy be a substitute for, or an alternative to the group's formal Grievance Procedure, but is designed to nurture a culture of openness and transparency within the organisation, 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 concern should normally report the matter to the manager 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.

If an employee or volunteer feels the matter cannot be discussed with the Manager or Trustees, he or she should contact the Early Years Advisor (Single Point of Advice) on 01323 464222 or OFSTED on 0300 123 1231 for advice on what steps to follow. For concerns about adult behaviour with children refer to LADO via their website. A disclosure in good faith 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.

