

Thorpe Willoughby Childcare Centre

Registered Charity Number: 700832 OFSTED Registration Number: 400302



Whistle-Blowing Policy

If employees or volunteers bring information about a wrongdoing to the attention of the setting's management committee or manager, they are protected in certain ways under the Public Disclosure Act 1998. This is commonly referred to as 'blowing the whistle'. The law that protects whistle-blowers is for the public interest - so people are encouraged to speak out if they find malpractice in an organisation. Blowing the Whistle is more formally known as 'making a disclosure in the public interest'.

The Public Interest Disclosure Act 1998 protects the workers who 'blow the whistle' about wrongdoing. It applies where a worker has a reasonable belief that their disclosure tends to show one or more of, but not limited to, the following offences or breaches:

- A criminal offence.
- Breach of legal obligation.
- Inappropriate treatment to any child or colleague.
- A danger to the health and safety of any individual.
- Damage to the environment.
- Deliberately covering up of information tending to show any of the above

Thorpe Willoughby Childcare Centre strongly supports measures which protect whistle-blowers from any form of victimisation. Thorpe Willoughby Childcare Centre has a procedure to ensure that all concerns are dealt with effectively and efficiently and will do all they can to preserve the confidentiality of workers who raise such concerns.

Employees or volunteers who genuinely believe that the people they work with are behaving in a way that causes any concern about an aspect of service will be doing their duty and acting in the public interest by speaking out.

Protection

Thorpe Willoughby Childcare Centre is an organisation committed to delivering a high-quality pre-school service. The Policy encourages people to raise concern about misconduct and malpractice in the workplace in order to ensure effective safeguarding of the children who attend the setting and provide individuals in the workplace with protection from victimisation or punishment where they raise a genuine concern about misconduct or malpractice in the setting.

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



Whistle-Blowing Policy

An employee or volunteer who wishes to raise such a 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 management committee, OFSTED or the Area Prevention Manager must be contacted.

A disclosure to the manager or designated child protection officer will, where possible, remain confidential. Confidentiality will be maintained, and the employee or volunteer will not suffer any detrimental as a result of raising any genuine concern about misconduct or malpractice within the organisation.

How the setting will handle the concern

Once the setting has been informed of any concern, the setting's manager and/or management committee and/or the settings designated child protection officer will assess whether or not the concern needs to be reported to the Area Prevent Manager or OFSTED or if the matter can be resolved through an internal inquiry.

All employees involved with the early years setting should be aware of the importance of preventing and eliminating wrongdoing within the organisation. Any matter you raise under this procedure will be investigated thoroughly, promptly and confidentiality, and the outcome of the investigation will be reported back to you.

The setting will endeavour, where possible, to inform the whistle-blower who is handling the matter, how they can contact them and whether their further assistance may be needed. If they request it, we will write to them summarising their concern and setting out how we propose to handle it. Please note, however, that we may not be able to them precise action we take where this would infringe a duty of confidence.

Victimisation of an individual for raising a qualified disclosure will be a disciplinary offence.

If you make maliciously or a false allegation, then this will be considered a disciplinary offence and disciplinary action will be taken against you.

An instruction to cover up wrongdoing is itself a disciplinary offence. If you are told not to raise or pursue any concern, even by a person in authority such as a manager, you should not agree to remain silent. In this event you must report the matter to your senior manager or committee. A copy of the information below is displayed in the staffroom and office.

Thorpe Willoughby Childcare Centre



Registered Charity Number: 700832 OFSTED Registration Number: 400302

Whistle-Blowing Policy

Contact details for Early help/OFSTED/Children's Social Care

Early help service (replaced the old Prevention Services)

Early Help Central 01609 534 829

OFSTEAD

0300 123 1231 or 0300 123 466

Emergency Duty Team

01609 780 780

Related Policies:

Complaints Policy

Confidentiality Policy

Safeguarding Policy

Staff Grievance Procedure

Related documents:

Safeguarding Children Policy and Procedure Guidance for Early Years Providers.

Guidance for Staff in Early Years Settings, Out of School Clubs and Holiday clubs facing an Allegation.

Managing the aftermath of Unfounded and Unsubstantiated Allegations Against Staff in Early Years Settings, Out of School Clubs and Holiday Clubs.

What to Do If: You have Child Prevention Concerns; An Allegation is made against a Person Working With Children.

Thorpe Willoughby Childcare Centre



Registered Charity Number: 700832 OFSTED Registration Number: 400302

Whistle-Blowing Policy

LAST UPDATED/REVIEWED ON	SIGNATURE
26-05-2022 (policy created)	Tracy Maddison 26-05-2022
Reviewed 03-05-2023	Tracy Maddison 03-05-2023
To be reviewed 03-5-2024	