

Severn Beach Preschool.

Whistle Blowing Policy

Severn Beach Preschool actively encourages a very open culture consisting of high levels of communication between all levels of students, volunteers, staff, manager and committee members.

Definition:

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

This preschool is committed to delivering a high quality 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.

This Act promotes good governance and accountability. 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
- Deliberate concealment of information about any of the above.

Providers must ensure that people looking after children are suitable to fulfil the requirements of their roles. All necessary checks are carried out by preschool managers but this is not fool-proof and anyone working within the preschool should be aware that any concerns they may have can be reported without any repercussions on themselves.

This policy 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 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.

A disclosure in good faith to the Manager 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.

In cases of concern:

- Students and Volunteers - Report concern to Manager and/or Chairperson
- Staff and Committee Members - Report concern to Manager and/or Chairperson
- Deputy Manager - Report concern to Manager and/or Chairperson
- Manager/Chairperson - Report concern to Chairperson/Manager.
- If the concern is regarding the manager/chairperson anyone can report direct to OFSTED informing Chairperson/Manager and likewise to the LADO.

**ANYONE can report DIRECTLY to OFSTED Tel: 0300 123 1231–
enquiries@ofsted.gov.uk**

**ANYONE can report concerns directly to South Gloucestershire's LADO via
the ART team on 01454 86660**