

Under 5's project

Whistle Blowing Policy

This policy aims to help and protect staff and children by following these procedures

- Preventing a problem getting worse.
- Safeguarding children and young people.
- Reduce the potential risks to others.

The earlier a concern is raised the sooner it is possible to act. Whistle Blowing is when an employee speaks out in confidence about a wrong doing which is inappropriate or illegal to the setting.

We are committed to the highest possible standards and recognise that staff, students and volunteers often are the first to recognize there might be something wrong within in the setting.

We expect all team members to talk through any concerns they may have with the Under 5's nursery management at the earliest opportunity to enable any problems to be resolved as soon as they arise.

Legal Framework

The Public interest Disclosure Act 1998 commonly referred to as the 'Whistleblowing act', amended the Employment Rights Act 1996. The Protected Disclosures Act 2014 was introduced to give protection to all workers who make a protected disclosure, also known as whistleblowing.

A qualifying disclosure is one made in the public interest by an employee who has a reasonable belief that:

- A Criminal offence
- A miscarriage of justice
- An act creating risk to health and safety
- An act causing damage to the environment
- A breach of any other legal obligation or
- Concealment of any of the above
- Any other unethical conduct
- An act that, may be deemed as radicalised or a threat to national security is being, has been, or is likely to be committed.

How to raise a concern

All concerns will be treated with confidentiality and sensitively and every effort will be made to protect your identity if you so wish. Never the less, this information will need to be passed on to those with a legitimate need to have this information.

A written statement will be required, and you might be asked to act as a witness in any subsequent proceedings or enquiry.

If this information relates to Child protection/Safeguarding then The Under 5's project Safeguarding children policy should be followed, with particular reference to the staff. (persons in a position of trust)

Failure to report serious matters can also be investigated and potentially lead to disciplinary action which may result in dismissal.

Any management employee who inappropriately deals with a whistleblowing issue (e.g. failing to react appropriately by not taking action in a timely manner or disclosing confidential information) may be deemed to have engaged in gross misconduct. Which could lead to dismissal.

All staff have access to the telephone numbers of the Local Authority Designated Officer (LADO) the Local Safeguarding Children Board and Ofsted (they are on the safeguarding board in the office) so all staff may contact them if they cannot talk to anyone internally about the issues/concerns.