



Safeguarding

Whistle Blowing Policy

Policy Statement

Minety Pre-School Playgroup promotes and encourages good staff communication and any questions of Bad Practice should be dealt with long before the need for Whistle Blowing. Staff should feel they could raise questions about any area of concern during regular staff supervision or staff group meetings so that practices can be revised and modified before they cause harm. However, the responsibility for Whistle Blowing rests with any member of staff who is aware or has concerns regarding unacceptable practice. Any issues concerning areas of bad practice must be dealt with in the early stages, hopefully preventing any escalation.

A disclosure 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 setting.

Procedure

The whistle blowing procedure must be followed in the first instance if:

- a criminal offence has been committed, is being committed or is likely to be committed
- a person has failed, is failing or is likely to fail to comply with any legal obligation to which he or she is subject. This includes non-compliance with policies and procedures, breaches of EYFS and/or registration requirements
- an injustice has occurred, is occurring or is likely to occur
- the health and safety of any individual has been, is being or is likely to be endangered
- the working environment has been, is being or is likely to be damaged
- that information tending to show any matter falling within any one of the preceding clauses has been, is being or is likely to be deliberately concealed

There are 3 stages to raising concerns as follows:

1. If staff wish to raise or discuss any issues which might fall into the above categories, they should normally raise this issue with one of the pre-school managers.
2. Staff who are unable to raise the issue with a manager should raise the issue with the designated safe guarding lead.

3. If staff are still concerned after the investigation, or the matter is so serious that they cannot discuss it with their manager or safe guarding lead they should raise the matter with the early years advisor.

If an issue cannot be resolved and the member of staff believes a child remains at risk because the setting or the local authority have not responded appropriately, the NSPCC have introduced a whistle-blowing helpline 0800 028 0285 or message help@nspcc.org.uk, for staff who believe that:

- their own or another employer will cover up the concern
- they will be treated unfairly by their own employer for complaining
- if they have already told their own employer and they have not responded

Alternatively, contact can be made to Ofsted by:

- call: Ofsted whistleblowing hotline on 0300 1233155 (9am to 5pm, Monday to Friday)
- email: whistleblowing@ofsted.gov.uk
- write to: WBHL, Ofsted, Piccadilly Gate, Store Street, Manchester, M1 2WD

Or by contacting ACAS – Advisory Conciliation and Arbitration for support on 0300 123 1100 (8am to 6pm, Monday to Friday).