

## **Safeguarding and Welfare Requirement: Child Protection**

The Provider must have and implement policies and procedures to safeguard children.

### **1.7 Whistle Blowing Policy**

#### **Policy statement**

This policy provides individuals within the workplace with protection from victimisation or punishment were they to raise a genuine concern about misconduct or malpractice in the Pre-School. The policy is underpinned by the Public Interest Disclosure Act 1998, which encourages people to raise concerns about misconduct or malpractice in the workplace, 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
- Danger to health and safety of an individual and/or environment
- A miscarriage of justice
- Deliberate concealment of information about any of the above.

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

#### **Procedures**

An employee or volunteer who, acting in good faith, wishes to raise such a concern should normally report the matter to the Pre-School Manager. If a concern is raised about the conduct of the Pre-School Manager then the matter should be taken to the Chairperson of the Pre-School's Committee. The employee or volunteer will then be advised of the action that will be taken in response to the concerns expressed. Concerns should be investigated and resolved as soon as possible.

If an employee or volunteer feels the matter cannot be discussed with the Manager, he/she should contact the local authorities social care department (Somerset Direct) on 0300 123 2224 or Ofsted on 0300 123 1231.

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 concerns about misconduct or malpractice within the Pre-School.

## Legal framework

- Public Interest Disclosure Act 1998

## Further guidance

- Information Sharing: Guidance for Practitioners providing Safeguarding Services (DfE 2015)
- Working Together to Safeguard Children (2015)
- Keeping Children Safe in Education (2015)

This policy was adopted by	Stowey Bears Preschool	<i>(name of provider)</i>
On	<hr/> 31 <sup>st</sup> January 2020	<i>(date)</i>
Date to be reviewed	<hr/> 1 <sup>st</sup> February 2021	<i>(date)</i>
Signed on behalf of the provider	<hr/>	
Name of signatory	<hr/> Zoe Hicks	
Role of signatory (e.g. chair, director or owner)	<hr/> Chairperson	