

## 1.8 WHISTLEBLOWING POLICY

### Definition:

Whistleblowing is the term used when someone who works with or for an organization, wishes to raise concerns about malpractice in the organization (for example, crimes, civil offences, miscarriages of justice, dangers to health and safety or the environment), and the cover up of any of these.

Whistleblowing is very different from a complaint or a grievance. It only applies when you have no vested interest and are acting as a witness to misconduct or malpractice that you have observed.

### Protection:

Withycombe Raleigh Preschool is an organisation committed to delivering a high quality early years education, 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 setting. 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
- A miscarriage of justice
- Danger to health and safety of an individual and/or environment
- Deliberate concealment of information about any of the above.

It is not intended that this policy be a substitute for, or an alternative to the group's formal Grievance Procedure, but is designed to nurture a culture of openness and transparency within the setting, 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 Supervisor or Chairperson 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 Supervisor or Chairperson, he or she should contact:

- **Child Protection Chair (CPC)/LADO for managing allegations against a member of staff: 01392 384964**
- To raise concerns about **failures** in practices and procedures for the **safeguarding of children** in early years settings in Devon, the member of staff, volunteer or student should contact : **MASH (Multi Agency Safeguarding Hub) on 0345 155 1071 or email : mashsecure@devon.gcsx.gov.uk.**
- **OFSTED WHISTLEBLOWING HOTLINE (MON-Fri 8-6) 0300 123 3155** for advice on the steps to follow (see over page)

A disclosure in good faith to the Supervisor/Chair 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.

Policy Adopted:	4 <sup>th</sup> September 2014	Reviewed during Spring audit and sept annually
Added to induction for all new staff/volunteers		
Copy given to all staff:	2.09.15	5.9.16 7.3.18