



# Bevan Lodge Community Pre-School CIO

## WHISTLE BLOWING POLICY

### Safeguarding and Welfare Requirements

#### Policy Statement

Bevan Lodge Community Pre School CIO provides a safe, caring and stimulating environment for all children. Therefore, staff must feel confident to share any concerns they may have regarding children, parents, staff or committee members. All adults working within the setting should be observant at all times to ensure high standards of care to all children. Whilst we expect all our colleagues, both internal and external, to be professional at all times and comply with the Statutory Requirements for the Early Years Foundation Stage 2021 there may be occasions where this may not be the case.

#### **Take necessary steps to safeguard and promote the welfare of children in the setting.**

Definition: The term whistleblowing is raising concern about malpractice within an organisation. Bevan Lodge Community Pre School CIO is committed to providing childcare of the highest standard in a safe, secure, and diverse environment with equality of opportunity for all. In line with this commitment, we expect employees and others that we deal with to recognise a duty of care to the organisation and its learners. If employees suspect wrongdoing or unprofessional behaviour of one of their colleagues, their loyalty to that colleague or to Bevan Lodge Community Pre School CIO may prevent them from reporting their suspicions. They may also fear harassment or victimisation and thus ignore their concerns rather than report them. By adopting and implementing a whistle blowing policy Bevan Lodge Community Pre School CIO will ensure all staff have the opportunity to report any concerns in an open and transparent manner. Any person who has a concern is able to raise disclosures about wrongdoing under this policy with no fear of any detrimental outcomes. The Public Interest Disclosure Act 1998 protects employees against detrimental dismissal as a result of any disclosure by them. Employees raising a



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concern in good faith will be protected from possible victimisation under this policy as well as being protected by law. Legal protection is afforded only to employees who raise genuine concerns and not those making false or vexatious allegations.

## **Reasons to whistle blow**

If, in the course of your employment, you become aware of one of the below occurring:

- That a criminal offence has been committed or is likely to be committed - That a person has failed, or is failing or is likely to fail to comply with any legal
  - That a person has failed, or is failing or is likely to fail to comply with any legal obligation to which they are subject (e.g. EYFS, National Minimum Standards, National Care Standards)
  - That a miscarriage of justice has occurred, is occurring to is likely to occur
- Reviewed Apr 2016
- That the health of safety of any individual has been, is being, or is likely to be, endangered
  - That the environment, has been, is being or is likely to be, damaged
  - That information tending to show any of the above, is being, or is likely to be, deliberately concealed. Procedure If this information relates to child protection or safeguarding then the safeguarding policy should be followed.

Where you reasonably believe one or more of the above circumstances listed above has occurred you should promptly disclose this to your managers so that any appropriate action can be taken. If it is inappropriate to make such a disclosure to your manager (i.e. because it relates to your manager) you should speak to the Chairperson of the Pre-School committee.

**If your concern is with the Management Committee** it may be necessary to seek external advice or report a concern to another agency. Free, confidential advice can be obtained from the independent whistle blowing charity Public Concern at Work ([www.pcaw.oeg.uk](http://www.pcaw.oeg.uk)). Other agencies can include, Ofsted (0300 123 1231), Citizens Advice Bureau or the Police. However, Bevan Lodge Community Pre School CIO should be given the opportunity to conduct an internal investigation and resolve any concern prior to external involvement. Employees will suffer no detriment of any



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sort for making such a disclosure in accordance with this procedure. Any disclosure or concerns raised will be treated seriously and will be dealt with in a consistent and confidential manner and will be followed through in a detailed and thorough manner. There is no expectation that staff prove beyond doubt the truth of their suspicion; however, they will need to demonstrate that they are acting in good faith and there are reasonable grounds for their concern.

Any employee who is involved in victimising employees who make a disclosure, takes any action to deter employees from disclosing information or makes malicious allegations or disclosures in bad faith will be subject to potential disciplinary action which may result in dismissal. If there are any difficulties experienced as a result of raising a concern, support will be offered. Failure to report serious matters can also be investigated and potentially lead to disciplinary action which may result in dismissal.

Staff will be kept informed of the progress and outcome of any investigation to assure that any disclosure has been properly addressed unless legal reasons determine otherwise. Confidentiality will be maintained and every effort will be made not to reveal a member of staff's identity if they so wish.

Any management employee who inappropriately deals with a whistle blowing issue (e.g. failure 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.

Whistleblowing relates to all those who work with or within our setting who may from time to time think that they need to raise with someone in confidence certain issues relating to the setting. Whistleblowing is separate from the grievance procedure. If you have a complaint about your own personal circumstances, you should use the normal grievance procedure.

If you have a concern about malpractice within the Bevan Lodge Community Pre School CIO, then you should use the procedure as outlined.



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These procedures have been reviewed and adopted by Bevan Lodge Pre-school CIO Management Committee.

Signed on behalf of the Management Committee: