



Whistle blowing policy

Policy statement

At Little Squirts we are committed to delivering a high quality childcare service, promoting organisational accountability and maintaining public confidence. Therefore we advocate a Whistle blowing policy to ensure that all staff feel confident should they ever need to raise a concern about malpractice within an organisation, should that be a concern regarding a colleague or another outside agency.

Our intention

It is our intention that 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.

How the policy works

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 Little Squirts 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 manager who will advise them of the action that will be taken in response to the concerns expressed. In the event that the concern is regarding the manager, the owners should be contacted. Concerns should be investigated and resolved as quickly as possible.

If an employee or volunteer feels the matter cannot be discussed with the manager or the owners he or she should contact their local Childcare Development Officer or OFSTED. (Please see below for details.)

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 concern about misconduct or malpractice within the organisation.

Ofsted

There may be times when employees will want to report to Ofsted concerns about practices and procedures for the safeguarding of children and young people. However, you should first raise your concern with the manager

You can contact Ofsted in three ways.

Telephone on 0300 123 3155 (Monday to Friday from 8.00am to 6.00pm).

Email whistleblowing@ofsted.gov.uk.

Write to WBHL
 Ofsted
 Piccadilly Gate
 Store Street
 Manchester M1 2WD

Free, confidential advice can also be obtained from the independent whistleblowing charity Public Concern at Work; it can help you to decide whether and/or how to raise your concern. You can call on 020 7404 6609 or email helpline@pcaw.co.uk. For further information, go to [the Public Concern at Work website](#) – it includes guidance on whistleblowing legislation.

Little Squirts Childcare Development officer is TRUDY and she can be contacted on

0300 3005753 or 07779458774

The impact of having this policy in place is an open and honest dialogue between practitioners that encourages people to speak up if they have any concerns.

This policy was adopted by Little Squirts Preschool on 4th March 2019 (review date 1st March 2020)

Signed.....

Name.....

Role.....