



## Whistleblowing Policy

Bradpole Preschool wishes to promote a climate of openness where everyone feels free to challenge others and speak openly of any concerns.

Whistleblowing is raising a concern about malpractice within an organisation. Bradpole Preschool is committed to ensuring that high standards are met in all aspects of the preschool's work and will treat whistleblowing as a serious matter.

Statutory protection for employees who whistle blow is provided by the Public Interest Disclosure Act 1998(PIDA). The PIDA protects employees against victimisation if they make a protected disclosure within the meaning of the PIDA and or speak out about concerns of conduct or practice within the preschool which may be potentially illegal, corrupt, improper, unsafe, and unethical or which may amount to malpractice.

- This policy applies to all preschool staff including full and part time, casual, temporary, substitute staff, volunteers and to individuals undertaking work experience in the preschool
- This policy does not replace the Preschools Complaints Policy and Procedures but should be read in conjunction with that policy.

This policy aims to give staff the confidence to raise concerns about conduct or practice which is potential illegal or corrupt, improper, unsafe or unethical or which amounts to malpractice. This policy provides members of staff with the knowledge of how to raise a concern. It also shows what response they can expect and offers them the reassurance that they are protected from reprisals or victimisation for any whistleblowing action undertaken in good faith and within the meaning of the PIDA.

### Procedure

- A member of staff or volunteer who, acting in good faith, wishes to raise a concern should report the matter, as soon as possible to the preschool leader or deputy, who will advise of the action that will be taken in response to the concern expressed. Ideally as much information as possible should be provided, including dates, but lack of concrete evidence should not prevent the reporting of a well-founded genuine suspicion.
- The policy covers whistleblowing relating to alleged:
  - Unlawful conduct
  - Miscarriage of justice in the conduct of statutory or other processes
  - Failure to comply with a statutory or legal obligation
  - Potential maladministration, misconduct or malpractice
  - Health and safety issues including risks to the public as well as risks to pupils and members of staff
  - Action that has caused, or is likely to cause, danger to the environment
  - Abuse of authority
  - Unauthorised use of public or other funds
  - Fraud or corruption
  - Breaches of financial regulations or policies
  - Mistreatment of any person



- Action that has caused or is likely to cause physical danger to any person or risk serious damage to school property
- Sexual, physical or emotional abuse of children or members of staff
- Unfair discrimination or favouritism
- Racist incidents or acts, or racial harassment
- Attempts to prevent disclosure of any of the issues listed
- Concerns may be raised at any time with the preschool leader or at the member of staff's Annual Appraisal, or at Termly Supervisions
- If a member of staff or volunteer feels the matter cannot be discussed with the preschool leader, he or she should contact the chairperson.
- Concerns will be investigated and hopefully resolved as quickly as possible in the following manner:
  - Written details must be obtained in relation to the concern or incident
  - A written acknowledgement will be given to the member of staff or volunteer of the concern or issue raised within 10 working days, and they will be kept informed of developments, unless, for legal reasons it is determined otherwise
  - The matter must be investigated by the preschool leader or chairperson and a record of the finding or decisions must be obtained
  - If it is a safeguarding concern, the Safeguarding Children Policy and Procedures must be followed and appropriate action taken immediately which may include a referral for independent investigation
- Any disclosure made in good faith to the preschool leader or chairperson will be protected
- Alternatively, a member of staff or volunteer may contact Multi Agency safeguarding hub (MASH) on 01202 228866 email: mash@dorsetcc.gcsx.gov.uk or Children's Advice and Duty Service 01305 228558
- Confidentiality will be maintained wherever possible and the member of staff or volunteer will not suffer any personal detriment as a result of raising any genuine concern about misconduct or malpractice within the setting
- The member of staff or volunteer will be provided with appropriate support following the raising of a concern and subsequent investigation. There may be a need to extend this to other members of staff or volunteers where there has been a serious breach of trust or an offence committed
- Allegations or accusations which are subsequently discovered to be malicious or made for personal gain may result in disciplinary action being taken
- If there is a disclosure by children, staff, volunteers, or parents that abuse might be taking place by anyone at the Preschool be it staff, volunteers, or parents then the Preschools Safeguarding Policy and Procedures should be followed

This policy was updated at a meeting of: The Committee of Bradpole Preschool

Held during the Autumn Term 2021

Date to be reviewed: Autumn 2022