



# Whistleblowing Policy

## Policy Statment

Bradpole Preschool is committed to maintaining the highest standards of openness, honesty, safeguarding and accountability. We actively promote a culture where all staff, students, volunteers and others connected with the preschool feel confident to raise concerns about poor practice, safeguarding, misconduct or wrongdoing without fear of reprisal or victimisation.

Whistleblowing is the disclosure of information relating to suspected illegal, unsafe or unethical practice within an organisation. Creating an open and transparent environment is essential in safeguarding children and maintaining high standards of care and professionalism.

## Scope of the Policy

This policy applies to all adults working within or on behalf of the preschool, including; permanent and temporary staff, students, volunteers, committee members, agency staff, contractors and work experience placements.

## Purpose of the Policy

This policy aims to:

- encourage individuals to raise concerns at the earliest opportunity
- ensure concerns are taken seriously and investigated appropriately
- protect individuals who raise concerns in good faith
- promote a safe and transparent safeguarding culture

Bradpole Preschool recognises that everyone has a responsibility to speak up if they are worried about practice, conduct or safeguarding within the setting.

## Concerns That May Be Raised

Concerns may relate to:

- safeguarding failures
- abuse or neglect of children
- unlawful conduct
- unsafe practice
- misconduct or malpractice
- discrimination, harassment or victimisation
- breaches of confidentiality
- fraud or financial irregularities
- health and safety concerns
- abuse of authority
- racist incidents or discriminatory behaviour
- attempts to conceal wrongdoing

Concerns may involve staff, volunteers, managers, committee members, parents, visitors or other professionals connected with the preschool.



## **Whistleblowing Policy**

### **Raising a Concern**

Any member of staff or volunteer who has a concern about conduct or practice within the preschool should report it as soon as possible to the preschool leads, Designated Safeguarding Lead (DSL) or deputy DSL. Concerns may be raised verbally or in writing. Staff are encouraged to provide as much factual information as possible, including dates, times, witnesses and details of the concern where known. However, individuals should never delay raising concerns because they do not yet have full evidence.

Concerns may also be raised during:

- supervision meetings
- appraisals
- safeguarding discussions

Where the concern relates to a preschool lead, or where an individual feels unable to raise the matter internally, concerns should be reported directly to the Committee Chair.

### **Investigation Procedure**

All concerns raised will be treated seriously and investigated appropriately.

The preschool will:

- make a written record of the concern
- acknowledge the concern where appropriate
- investigate concerns fairly and sensitively
- keep the individual informed of progress where possible
- maintain confidentiality wherever appropriate
- record actions and outcomes securely

Where concerns involve safeguarding or allegations against a member of staff, the preschool's Safeguarding and Child Protection procedures will be followed immediately.

This may include contacting:

- the Local Authority Designated Officer (LADO)
- Ofsted
- the police
- other relevant agencies

### **External Contacts**

If an individual feels unable to raise concerns internally, or believes concerns have not been addressed appropriately, they may contact external agencies directly.

#### **Dorset Local Authority Designated Officer (LADO)**

Telephone: 01305 221122

#### **Family Help and Advice Line**

Telephone: 01305 228558

#### **Ofsted Whistleblowing Hotline**

Telephone: 0300 123 3155



## Whistleblowing Policy

### NSPCC Whistleblowing Advice Line

Telephone: 0800 028 0285

Email: [help@nspcc.org.uk](mailto:help@nspcc.org.uk)

### Protection for Whistleblowers

Bradpole Preschool is committed to ensuring that no individual who raises a genuine concern in good faith suffers:

- victimisation
- harassment
- unfair treatment
- disciplinary action as a result of speaking out

The preschool recognises that raising concerns can be difficult and stressful. Appropriate support will therefore be offered to staff or volunteers involved in whistleblowing concerns or investigations.

### Malicious Allegations

Any allegation found to have been made maliciously or for personal gain may result in disciplinary action.

### Safeguarding Concerns

If any child discloses abuse, neglect or inappropriate behaviour by any adult connected with the preschool, the Safeguarding and Child Protection Policy must be followed immediately.

The welfare of the child will always remain paramount.

### Legislation, Guidance and Related Policies

This policy is written in accordance with:

- The Early Years Foundation Stage (EYFS)
- Working Together to Safeguard Children
- The Public Interest Disclosure Act 1998 (PIDA)

This policy should be read alongside the preschool's:

- Safeguarding and Child Protection Policy
- Complaints Policy
- Staff Code of Conduct
- Allegations Against Staff Procedures

### Monitoring and Review

This policy will be reviewed regularly to ensure it remains compliant with current legislation, safeguarding guidance and best practice. Bradpole Preschool is committed to fostering a culture where everyone feels safe, listened to and empowered to speak out in the best interests of children.

This policy was adopted by the Bradpole Preschool Committee

During the Summer Term 2026

Date to be reviewed Summer Term 2027