

**Whistleblowing policy**

**Reviewed November 2024**

**Statement of Intent**

Brislington Village Pre-school 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.

**Aims**

Brislington Village Pre-school will ensure all staff/volunteers have the opportunity to report any concerns openly and transparently. The preschool is fully committed to the highest possible standards of openness, probity, and accountability. In line with this we expect staff/volunteers who have concerns about any aspect of work and practices to come forward and voice those concerns.

**Methods**

Any person, who has a concern, can raise disclosures about wrongdoing under this policy so that problems can be identified and resolved quickly.

Staff/volunteers raising a concern in good faith (and not making false and vexatious allegations) will be protected from possible victimisation under this policy.

The preschool recognises that the decision to report a concern can be a difficult one to make. Employees/volunteers raising legitimate concerns have nothing to fear as you will be doing your duty to your employer and those for whom you provide a service. The preschool will not tolerate any harassment or victimisation (including informal pressures) and will take appropriate action to protect you if you raise a concern in good faith.

All concerns will be treated in confidence and every effort will be made not to reveal your identity if you so wish. However, you may need to come forward as a witness if the serious concern results in external agency involvement.

Please note that:

* Staff/volunteers must disclose the information in good faith.
* Staff/volunteers must believe it to be substantially true.
* Staff/volunteers must not act maliciously or make false allegations.
* Staff/volunteers must not seek any personal gain.

Concerns can be reported verbally or in writing, which in most circumstances will be to the Manager of the setting. If circumstances deem that staff/volunteers feel that they cannot approach the Manager then they can report either to the Deputy Manager or Director//Owner of the setting.

If the concern is with the Manager of the setting or the individual feels that their concerns may not be acted on by the Manager, then a report may be made to an appropriate external organisation.

Confidential advice can be obtained from the independent charity Protect (<https://protect-advice.org.uk> Tel:02031172520), who can give free confidential advice on how to raise a serious concern about serious malpractice at work.

Staff can also contact the Ofsted whistleblowing hotline if the concerns are covered in the safeguarding/welfare requirements, especially child protection, NSPCC whistleblowing advice line (if the concern relates to child protection), the police and/or the Health and Safety Executive.

Contacts

LADO - (Local Authority Designated Officer) - 0117 9037795 or work mobile 07795091020

Ofsted Tel: 0300 123 3155, email at [whistleblowing@ofsted.gov.uk](mailto:whistleblowing@ofsted.gov.uk) or write WBHL, Ofsted, Piccadilly Gate, Store Street, ManchesterM1 2WD

### NSPCC whistleblowing advice helpline [0800 028 0285](tel:0800%20028%200285) or email at [help@nspcc.org.uk](mailto:help@nspcc.org.uk)

This policy was adopted at a meeting on 23 May 2016.

Reviewed November 2024

This policy should be read in conjunction with our:-

Anti-Bullying policy

Discipline and grievance procedure

Low-Level Concerns policy

Safeguarding policy

Staff Behaviour policy

Volunteer, Work Experience Placement, and Agency Staff policy

Zero Tolerance for Harassment policy

Although under constant review, an overall review date has been set for **September 2025**