



Sherwood Pre-School
Community. Learning. Progress.

WHISTLE-BLOWER POLICY

The pre-school is committed to maintaining the highest possible standards of openness, reflective practice and accountability.

In line with this commitment the pre-school expects employees, and others who have dealings with the pre-school, who have serious concerns about any aspect of the Pre-school's work to come forward and voice those concerns.

1. WHISTLE-BLOWING

- 1.1. Whistle-blowing encourages and enables Staff to raise serious concerns within the Preschool rather than overlooking a problem or 'blowing the whistle' outside.
- 1.2. Fears of Whistle-blowing: Staff are often first to realise that there is something seriously wrong with another colleague or aspect of the setting. However, they may not express their concerns as they feel that speaking up would be disloyal to their colleagues or to the Preschool. They may also fear harassment or victimisation. In these circumstances, it may be easier to ignore the concern rather than report what may just be a suspicion of malpractice.
- 1.3. The Preschool asks that Staff put aside their fears and follow the Whistle-blowing procedure.
- 1.4. This policy is intended to encourage Staff (paid and voluntary, students and others) to report suspected or actual occurrence of illegal, unethical or inappropriate events, behaviours or practices **without retribution**. It is recognised that most cases will have to proceed on a confidential basis.

2. WHISTLE-BLOWING PROCEDURE

- 2.1. At the earliest opportunity, the Whistle-blower should promptly report the suspected or actual event to the Preschool Designated Member of Staff for Safeguarding or, in their absence, their deputy.
- 2.2. In the event of a concern being raised against this senior member of staff, concerns are to be raised with a member of the Safeguarding team or the MASH (Multi-Agency Safeguarding Hub) team who may refer to the LADO (Local Authority Designated Officer). Such concerns should always be logged with Ofsted.

- 2.3. If the information relates to child protection or safeguarding, then the Preschool's Child Protection policy procedure should be followed.
- 2.4. The Whistle-blower can report the event with his/her identity, or anonymously.
- 2.5. The Whistle-blower shall receive no retaliation or retribution for the report that was provided in good faith and was not done primarily with malice, with the intention of damaging another person or the Preschool's reputation.
- 2.6. A Whistle-blower who makes a report that is not done in good faith is subject to discipline.
- 2.7. Anyone who retaliates against the Whistle-blower will be subject to discipline.
- 2.8. The senior member of staff who receives the report must promptly act to investigate and/or resolve the issue.
- 2.9. If the investigation of a report, that was done in good faith and investigated by the pre-school's senior staff, is not to the Whistle-blower's satisfaction, then he/she has the right to report the event to Ofsted.
- 2.10. The identity of the Whistle-blower, if known, shall remain confidential, as far as possible, to those persons directly involved in applying this policy, unless the issue requires investigation by Ofsted or the Police.

3. EXAMPLES OF SITUATIONS WHERE WHISTLE-BLOWING MAY BE NECESSARY

- 3.1. The Whistleblowing policy is intended to cover major concerns that fall outside the scope of other procedures including:
 - 3.1.1 Conduct which is an offence or a breach of law, or likely to be committed, including damage to the environment.
 - 3.1.2 A person who has failed, or is likely to fail to comply with any legal obligation to which they are subject (e.g. EYFS Statutory framework).
 - 3.1.3 Health and safety risks, including risks to the public as well as other employees.
 - 3.1.4 Emotional, sexual or physical abuse of children.
 - 3.1.5 Any other unethical conduct.

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