

Whistle Blowing Policy



Policy statement

Rudgwick Pre-School actively encourages a very open culture consisting of high levels of communication between all students, volunteers, staff, supervisor and committee members.

Definition:

Whistle blowing is raising a concern about malpractice within an organisation.

This Policy states simple procedures that reflect the Grievance Policy and Making a Complaint Policy.

A Unique Child	Positive Relationships	Enabling Environments	Learning and Development
1.3 Keeping safe	2.2 Parents as partners	3.3 The learning environment 3.4 The wider context	

Characteristics of Effective Learning

Playing and Exploring Engagement	Active Learning Motivation	Creating and Thinking Critically - Thinking
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Procedures:

- Rudgwick Pre-School is an organisation committed to delivering a high-quality pre-school service, promoting organisational accountability and maintaining public confidence.
- 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 organisation. 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 Pre-Schools Formal Grievance Procedure, but is designed to nurture a culture of openness and transparency within the organisation, 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 supervisor who will advise the employee or volunteer of the action that will be taken in response to the concerns expressed. Concerns should be investigated and resolved as quickly as possible.

- A disclosure in good faith to the supervisor 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.

Students & Volunteers*	Staff*	Committee Members*	Supervisor*	Chairperson*
Report concern to Supervisor and/or Chairperson	Report concern to Supervisor and/or Chairperson	Report concern to Supervisor and/or Chairperson	Report concern to Chairperson or direct to OFSTED informing Chairperson.	Discuss concern with Supervisor or Report direct to OFSTED informing Supervisor.

***If an employee or volunteer feels the matter cannot be discussed with the supervisor, he or she should contact Local Area Designated Officer (LADO) for advice on what steps to follow. – see Safeguarding Policy.**

This policy was adopted at a meeting of

Rudgwick Pre-School

Held on

12th May 2022

Date to be reviewed

12th May 2024

Signed on behalf of the management committee

Name of signatory

William Baldwin

Role of

Chairperson