



Little Explorers Pre-school

Reference No EY492319

Whistle blowing policy

Statement of intent

Little Explorers Pre-school is an organisation committed to delivering a high quality pre-school service, promoting organisational accountability and maintaining public confidence.

We aim to provide individuals in the workplace with protection from victimisation or punishment where they raise a genuine concern about misconduct or malpractice in the organisation. This is known as whistle blowing. 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 the group's 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.

Procedure:

An employee or volunteer who, acting in good faith, wishes to raise a concern should report the matter to the manager or leader who will advise the employee or volunteer of the action she will take. Concerns should be investigated and resolved as quickly as possible.

If an employee or volunteer feels the matter cannot be discussed with the leader they can report directly to Ofsted.

Contact the local authority designated officer Telephone number **01454 868508 Local**

Authority Designated Officer (LADO)

Access Response Team (ART) team on 01454 8666000

Ofsted 0300 123 1231

The Manager will decide what action is to be taken. This may include whether the issue raised can be dealt with through the pre-school's own Grievance Procedure.

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 pre-school.

If an employee or volunteer feels the matter cannot be discussed with the manager, he or she should contact our Early Years Advisor or OFSTED on 0300 123 1231 for advice on what steps to follow.

Or contact the local authority designated officer

Telephone number

Legal Framework

Public Interest Disclosure Act 1998

http://www.opsi.gov.uk/acts/acts1998/ukpga_19980023_en_1

This policy was adopted at a meeting of	Little Explorers Pre-School
Held on	<hr/> April 2022
Date to be reviewed	<hr/> April 2023
Signed on behalf of the Director	<hr/>
Name of signatory	<hr/> Helen Moorefield
Role of signatory (Director)	<hr/> Director
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