



Whistle blowing Policy

Policy statement

Chipstead Preschool is committed to Safeguarding and promoting the welfare of children and young people and vulnerable adults and expects all staff and Committee members to share this commitment.

The aim of this policy is to give clear guidance to staff, volunteers and the committee on the Pre Schools policy for Whistle Blowing.

Procedures

What is meant by Whistleblowing; Whistleblowing is very different from a complaint or a grievance. The term whistleblowing generally applies when you are acting as a witness to misconduct that you have seen and that threatens other people or children.

Whistle blowing is the term used for an employee raising concerns about practices and procedures in their workplace, the behaviour may not be child abuse but they may not be following the code of conduct or could be pushing the boundaries beyond normal limits.

- If a member of staff has any concerns about another member of staff or the practice of the Pre School, in the first instance they should voice their concerns to the Supervisor or Deputy, if this is inappropriate or the concerns are regarding the Supervisor or deputy then the concerns need to be taken to the Committees Chair Person or telephone Ofsted Whistle blowing Hotline.

Ofsted's whistle-blower hotline

'There may be times when council employees and those working with young children will want to report to us concerns about practices and procedures for the safeguarding of children and young people' (Ofsted).

You can contact our hotline in three ways:

- Call us on **0300 123 3155** (Monday to Friday from 8.00am to 6.00pm).

Email us at **whistleblowing@ofsted.gov.uk**

Write to us at:

WBHL

Ofsted

**Piccadilly Gate
Store Street
Manchester M1 2WD**

- You can get free, confidential advice from Protect. If you have witnessed wrongdoing at work and are unsure about what to do, a Protect adviser can help you to decide whether and/or how to raise your concern. You can call on **02031172520** or email whistle@protect.org.uk
- Or you can contact the **NSPCC's Whistleblowing Advice Line** on **0800 028 0285**
Email **help@nspcc.org.uk**
- All allegations or concerns will be confidential and any written information will be kept in a separate file and locked in the lockable cupboard or kept by the Chairperson.

Legal framework

- The Public Interest Disclosure Act 1998; The Act protects the public interest by providing a remedy for individuals who suffer workplace reprisal for raising a genuine concern, whether it is a concern about child safeguarding and welfare systems, financial malpractice, danger, illegality, or other wrongdoing.

Further guidance

- DfE Working Together to Safeguard Children 2010.

This policy was adopted by	Chipstead Pre-School	<i>(name of provider)</i>
On	<u>15/10/2014</u>	<i>(date)</i>
Date reviewed	<u>8/15, 8/16,8/17,8/19</u>	<i>(date)</i>
	<u>21-01-2022 Amended</u>	
	<u>8/5/2023</u>	
Signed on behalf of the provider	_____	
Name of signatory	_____	
Role of signatory (e.g. chair, director or owner)	_____	