

Matlock preschool Playgroup

Whistleblowing Policy

Designated Lead Practitioner: Manager

Site Deputies : Supervisors

This Policy links to:

The Early Years Foundation Stage (DfE 2017) Statutory Framework – Setting the standards for learning, development and care for children from birth to five.

Other Playgroup policies: Child Protection, Confidentiality, Student and Volunteer, Visitors, Staff Policy.

POLICY STATEMENT

- Matlock preschool playgroup is committed to maintaining the highest possible standards of openness, reflective practice and accountability.
- In line with this commitment we expect employees, and others that we deal with, who have serious concerns about any aspect of the playgroups work to come forward and voice those concerns. We expect our staff to act in a professional manner at all times.

Whistleblowing encourages and enables Staff to raise serious concerns within the Playgroup rather than overlooking a problem or 'blowing the whistle' outside.

Fears of Whistleblowing:

Staff are often the 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 Playgroup. 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.

The Playgroup asks that Staff put aside their fears, and follow the Whistleblowing procedure below.

This policy is intended to encourage Staff (paid and volunteer), students and others to report suspected or actual occurrence(s) 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.

WHISTLEBLOWING PROCEDURE

At the earliest opportunity the Whistleblower should promptly report the suspected or actual event to the Playgroup Designated Senior Member of Staff for Safeguarding (Manager) or in her absence or if the concern is raised against her or she is absent the Designated Site deputies.

All concerns should be logged with Ofsted.

Examples of situations

The whistleblowing policy is intended to cover major concerns that fall outside the scope of other procedures including:

Conduct which is an offence or a breach of law, or likely to be committed, including damage to the environment

A person who has failed, or likely to fail to comply with any legal obligation to which they are subject (e.g. EYFS Statutory Framework).

Health and safety risks, including risks to the public as well as other employees

Emotional, sexual or physical abuse of children

Any other unethical conduct

Further information

Tendencies to show any of the above examples are likely to be deliberately concealed.

If the information relates to child protection or safeguarding, then the Playgroup's Child Protection Policy procedure should be followed.

The Whistleblower can report the event with his/her identity, or anonymously.

The Whistleblower shall receive no retaliation or retribution for the report that was provided in good faith – that was not done primarily with malice to damage another or the Playgroup's reputation.

A Whistleblower who makes a report that is not done in good faith is subject to discipline.

Anyone who retaliates against the Whistleblower (who reported an event in good faith) will be subject to discipline (See disciplinary action in Staff Policy).

Reporting

The designated lead practitioner or deputies must promptly act to investigate and/or resolve the issue.

If the investigation of a report, that was done in good faith and investigated by the designated lead practitioner or deputies is not to the Whistleblower's satisfaction, then he/she has the right to report the event to Ofsted on 0300 123 1231.

The identity of the Whistleblower, if known, shall remain confidential to those persons directly involved in applying this policy, unless the issue requires investigation by Ofsted or the Police.

IMPORTANT CONTACT INFORMATION

Call Derbyshire: 01629 533190

LADO - Local Authority Designated Officer – 01629 531940