

2.0 – SUITABLE PEOPLE & STAFFING

2.7 Whistle Blowing



Definition:

“Whistle blowing occurs when a worker raises a concern about danger or illegality that affects others, for example members of the public”

(Chartered Institute of Personnel & Development, 2007)

St Clements Church Preschool, are committed to delivering a high quality preschool 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.
- The Safe guarding of Children

It is not intended that this policy be a substitute for, or an alternative to, the formal Grievance Procedure, but is designed to nurture a culture of openness and transparency within St Clements Church Preschool, 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 Senior Supervisor, Chair Person or PCC who will advise the employee or volunteer of the action that will be taken in response to the concerns expressed. This can be done in writing, email or verbally in the strictest of confidence. It should include full details and, if possible supporting evidence. State you are using the Whistle blowing policy and whether you wish your identity to be kept confidential. Concerns will be investigated and resolved as quickly as possible.

If an employee or volunteer feels the matter cannot be discussed with the Senior Supervisor or Chair Person, they should contact the Early Years Advisor on 01865 897850 or OFSTED on 0300 123 1231 for advice on what steps to follow.

Confidentiality

A disclosure in good faith to the manager 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. During investigations, every effort will be made to keep the identity of the 'whistle blower' confidential. There may be circumstances where their identity may need to be disclosed

Safeguarding Children

At St Clements Church Preschool, we take the Safeguarding of all children who are on the premises, very seriously. We do not allow volunteers or helpers to be unsupervised with the children.

We ensure that all mobile telephones/cameras are left in personal belongings in the staff cupboard.

Regular supervisions are offered to the Staff allowing opportunity to discuss concerns.

In the event of an allegation we follow the Oxfordshire County Council allegations policy.

This policy was adopted at an AGM of

St Clements Church Preschool

Held on

Date to be reviewed

Signed on behalf of the management committee

Name of signatory

Role of signatory (e.g. chair/owner)

Chair
