



## **Whistleblowing policy**

This policy applies to all employees and applies equally to those designated as casual, temporary or work experience students and committee members.

As childcare provider's it is our individual responsibility to maintain the welfare of both the children and staff.

It is our duty to express any concerns or issues to a senior member of staff as soon as we notice anything that could raise concern.

### **What is whistleblowing?**

Whistleblowing is a term used when someone who works in or for an organisation wishes to raise concerns about malpractice in the organisation. Whistleblowing encourages and enables staff to raise serious concerns within the Pre-School, rather than overlooking a problem or "blowing the whistle" outside.

The Pre-School is committed to the highest possible standards of openness, probity and accountability.

Making a disclosure in the public interest (whistleblowing) is essential for keeping children safe in the setting and to ensure good quality practice across the setting.

This 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 that 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
- Bullying, humiliation, discrimination, poor practice, unsafe practice, abuse or neglect
- Deliberate concealment of information about any of the above

### **Aims of the policy**

- To encourage you to feel confident in raising concerns and to question and act upon concerns and practise
- To provide avenues for you to raise concerns in confidence and receive feedback on any action taken
- To reassure you that you will be protected from possible reprisals or victimisation if you have a reasonable belief that you have made a disclosure in good faith.
- To ensure that you receive a response to your concerns and that you are aware of how to pursue them if you are not satisfied.



Tandridge Village Pre-School recognises that the decision to report a concern can sometimes be a difficult one to make. If what you are saying is true, then you should have nothing to be worried about as you will be doing your duty to your employer and those for whom you provide a service.

Fear of getting information incorrect or being disbelieved may lead to concerns being ignored and an issue not raised.

Any employee or volunteer who, acting in good faith, wishes to raise such concern should normally report the matter to the manager or Chair of the Committee immediately.

Concerns will be investigated and resolved as quickly as possible.

If an employee or volunteer feels that the matter cannot be discussed with the manager/Chair of the Committee then Ofsted can be contacted by email- [whistleblowing@ofsted.gov.uk](mailto:whistleblowing@ofsted.gov.uk) or by phone on 0300 123 1231.

The NSPCC whistleblowing helpline is also available for staff who do not feel able to raise concerns regarding Safeguarding or Child Protection failures internally or have concerns about a way a concern is being handled by their setting.

Staff can call: 0800 028 0285 – line is available from 8:00 AM to 8:00 PM, Monday to Friday and Email: [help@nspcc.org.uk](mailto:help@nspcc.org.uk).

Don't think "what if im wrong?", think, "what if im right?!"

Tandridge Village Pre-School will not tolerate any harassment or victimisation (including informal pressures) and will take appropriate action to protect you when you raise a concern in good faith, that you will not suffer any personal detriment as a result of raising any genuine concern about misconduct or malpractice within the setting.

This policy should be read in conjunction with the staff code of conduct, safeguarding policies and complaints procedures.

This procedure has been adopted by Tandridge Village Pre-School Committee.

Signed on behalf of the Pre-School:

Date

This procedure will be reviewed: Autumn 2025

(Unless there is a change in legislation or with direct guidance from an educational body)

Staff Signatures:

Date: