



Stithians Pre-School, Stithians Centre, Stithians, Cornwall TR3 7DH
General_Enquiries@stithianspreschool.org.uk

Tel: 01209 862727

Charity Registration No. 1032443

Ofsted reference: 102875

Safeguarding and Welfare Requirement: Suitable People.

Providers must ensure that people looking after children are suitable to fulfil the requirements of their roles.

Whistleblowing Policy

Policy Statement

This Whistleblowing policy aims to help and protect staff, children and anyone involved with the preschool. We actively encourage a very open culture consisting of high levels of communication between all levels of staff, students, volunteers and committee members.

Definition

Whistle blowing is raising a concern about malpractice within an organisation.

Procedure

We are committed to delivering a high-quality pre-school 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. It is not intended that this policy be a substitute for, or an alternative to the preschools Concerns and Complaints Policy but is designed to nurture a culture of openness and transparency within the 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 Leader or Chairperson who will advise the employee or volunteer of the action that will be taken in response to the concerns expressed. Concerns should be investigated and resolved as quickly as possible.

- A disclosure in good faith to the Manager or Chairperson 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.
- Concerns over the Manager should be reported to the Chairperson.
- ANYONE can report DIRECTLY to OFSTED Tel: 0300 123 1231 – enquiries@ofsted.gov.uk
- If misconduct is discovered as a result of any investigation under this procedure the preschools disciplinary procedure will be used, in addition to any appropriate external measures.
- If an employee makes a maliciously, vexatious or a false allegation then this will be considered to be a disciplinary offence and disciplinary action will be taken against the employee.
- An instruction to cover up wrongdoing is itself a disciplinary offence. If an employee is told not to raise or pursue any concern, even by a person in authority such as a leader, report this to the Chairperson.

Further OFSTED guidance

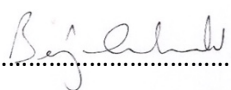
If you believe that any child is at immediate risk of harm, contact the children’s social care department of the child’s local authority or report this to the police. Otherwise, it’s usually best to talk to the social care provider first. However, you may want to contact us if you: are not satisfied with the provider’s response or feel that you cannot contact the provider directly

www.gov.uk/government/publications/whistleblowing-about-childrens-social-care-services-to-ofsted

The Public Interest Disclosure Act 1998

Adopted by the Manager and Committee

Date to be reviewed Sept 2022

Signed on behalf of Committee 

Manager signature ...Joanne Pymer.....