



Early Education & Childcare

Whistle Blowing Policy

Aims

- To ensure that staff understand their responsibilities and feel confident in raising and reporting a serious concern at the earliest opportunity.
- To provide avenues for staff to raise concerns and receive feedback on any action taken.
- To ensure that members of staff receive a response to their concerns and that they are aware of how to pursue them if they are not satisfied.
- To reassure staff that they will be protected from possible reprisals or victimisation if they have made any disclosures in good faith

Statement of intent

Each employer should have a clear and accessible whistle blowing policy that meets the terms of The Public Interest Discloser (PIDA) act 1998 which came into force in July 1999. The Act encourages people to raise concerns about mal practice in the workplace without fear of dismissal or victimisation and, helps to prevent cover up of serious mal practice. It is our intention that staff working for BS3 Community Development feel confident about coming forward and reporting any issues/concerns that they may have regarding the areas below, whilst remaining protected from any subsequent discrimination.

We are committed to ensuring that any concerns can be reported without this leading to any harassment or victimisation, and where possible every effort will be made to keep the member of staff's identity confidential.

What should be reported?

- The inappropriate treatment or care of a child
- Any breach in the behaviour of trustee, manager, staff, student or volunteer
- Discrimination of any kind
- Concerns that could impact on the health and safety of the children or adults
- Inappropriate use of settings assets
- Decision making for personal gain
- Abuse of position
- Inappropriate use of budget
- Deceit
- Tampering with documents

Methods of reporting

A concern can initially be raised by any staff member to their line manager. In the event that the concern is about your line manager; you should direct it to the Executive or Associate Head of Early Education & Childcare, the CEO, or a member of the Board of Trustees (as appropriate). If you feel that none of these options are appropriate then you may also refer directly to Ofsted, or in the event of a concern which relates to Child Protection, Contact the Local Authority Designated officer (LADO) Nicola Laird, 01179 037795 if no answer contact First Response.

You should discuss the nature of the concern together with the background, history of the concerns and provide relevant dates of incidents.

There is no expectation that staff prove beyond doubt the truth of their suspicion, however they will need to demonstrate that they are acting in good faith and there are reasonable grounds for their concern.

All employees will be treated fairly and concerns listened to carefully and recorded.

Concerns will be dealt with in the following way:

- Initial enquiries will be made to decide whether an investigation is appropriate and if so what form it should take. **Must call LADO before any investigation.**
- The incident will be investigated by the line manager/or Ofsted
- If appropriate it will be referred and put through established Safeguarding procedures and may form the subject of an independent inquiry
- Within ten working days of the concern being raised , the member of staff will receive in writing :
 1. Acknowledgement that the concern has been received an indication as to how the setting will proceed to deal with the matter
 2. Information regarding staff support mechanisms
 3. Information regarding whether any further investigation will take place and if not, why not.

It may be necessary for the setting to interview staff to ensure that their disclosure is fully understood. Any meeting can be arranged away from the workplace, if so wished, and a representative or a friend may accompany the involved member of staff for support.

If there are any difficulties experienced as a result of raising a concern, support will be offered.

The member of staff will be kept informed of the progress and outcome of any investigation to assure that any disclosure has been properly addressed unless legal reasons determine otherwise.

Where possible confidentiality will be maintained and every effort will be made not to reveal a member of staff's identity if they so wish. If however a member of staff makes an allegation frivolously, maliciously or for personal gain, appropriate action that could include disciplinary action may be taken.

The public Interest Disclosure Act 1998 seeks to protect employees from discrimination as a result of “blowing the whistle” on their organisation , or individuals within it, through amendments to employment law.

If you are not satisfied with the outcome of the investigation , you may elevate your concerns directly to Ofsted Tel: 0300 123 1231, e-mail whistleblowing @ofsted.gov.uk.

Reviewed October 2020

Related Documentation

- 5. Child Protection Policy
- BS3 Community Development Staff induction pack