



# Whistleblowing Policy

## Definition

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

## Protection

Bledlow Preschool is committed to delivering safely a high quality pre-school experience and education, whilst promoting accountability and maintaining public confidence. The safety of the children and all who work in the setting is paramount.

This Policy provides individuals in the workplace with protection from victimisation or punishment when they raise a genuine concern about misconduct or malpractice in the setting. 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.

It is not intended that this policy be a substitute for, or an alternative to the group's formal Grievance Procedure or Complaints Procedure. It is designed to nurture a culture of openness and transparency within the organisation, 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 Manager Mrs Jessica Bryant in person, in writing, by telephone on 07866 488519 or by email [bledlowpreschoolmanager@gmail.com](mailto:bledlowpreschoolmanager@gmail.com). She will advise the employee or volunteer of the action that will be taken in response to the concerns expressed and inform the Chairperson if appropriate. Concerns will be investigated and resolved as quickly as possible. If an employee or volunteer feels the matter cannot be discussed with the Manager, he or she should contact our Chairperson Pollyanna Saunders or by email [pollyannasaunders@live.co.uk](mailto:pollyannasaunders@live.co.uk) Alternatively you can contact the Local Authority Designated

Officer (LADO) (01296 382070), Early Years Designated Senior Manager Vanessa Mills or her Deputy's Nathalie Furlong or Tanya Page, both contactable on 01296 387 111. Safeguarding Mailbox: [eyesafeguarding@buckinghamshire.gov.uk](mailto:eyesafeguarding@buckinghamshire.gov.uk) [familyinfo@buckscc.gov.uk](mailto:familyinfo@buckscc.gov.uk) or Ofsted 0300 123 1231, for advice on what steps to follow.

A disclosure in good faith to the Manager will be protected. Confidentiality will be maintained wherever possible. 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.