

**General Welfare Requirement: General Welfare Requirement: Safeguarding and Promoting Children's Welfare**

**Children's behaviour must be managed effectively and in a manner appropriate for their stage of development and particular individual needs.**

## **Whistle Blowing Policy**

### **Policy statement**

Crossbow Pre-school actively encourages a very open culture consisting of high levels of communication between all levels of students, volunteers, staff, manager and committee members.

### **Definition:**

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

**This policy and Procedure states simple procedures that reflect the Grievance Policy and Making a Complaint Policy.**

### **EYFS key themes and commitments**

<b>A Unique Child</b>	<b>Positive Relationships</b>	<b>Enabling Environments</b>	<b>Learning and Development</b>
1.2 Inclusive practice	2.1 Respecting each other 2.2 Parents as partners	3.2 Supporting every child 3.4 The wider context	

### **Procedures**

#### **Protection:**

- This group is an organisation 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. 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, but 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 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 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.

<b>Students &amp; Volunteers*</b>	<b>Staff*</b>	<b>Committee Members*</b>	<b>Deputy Manager*</b>	<b>Manager*</b>	<b>Chairperson*</b>
Report concern to Manager and/or Chairperson	Report concern to Manager and/or Chairperson	Report concern to Manager and/or Chairperson	Report concern to Manager and/or Chairperson	Report concern to Chairperson or direct to OFSTED informing Chairperson.	Discuss concern with Manager or Report direct to OFSTED informing Manager.

\*If an employee or volunteer feels the matter cannot be discussed with the manager, he or she should contact the Early Years Advisor or OFSTED on 0845 601 4772 for advice on what steps to follow.