

SECTION 2

General Welfare Requirement: Suitable People

Providers must ensure that adults looking after children, or having unsupervised access to them, are suitable to do so.

Employment

2.4 Whistleblowing

Policy statement

Whistleblowing is raising a concern about malpractice within the setting. This setting 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 setting with protection from victimisation or punishment where they raise a genuine concern about misconduct or malpractice in the setting.

EYFS key themes and commitments

A Unique Child	Positive Relationships	Enabling Environments	Learning and Development
1.2 Inclusive Practice 1.3 Keeping safe	2.1 Respecting each other	3.4 The wider context	

Procedures

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 setting, which makes it safe and acceptable for employees and volunteers to raise, in good faith, a concern they may have about misconduct or malpractice.

- Any staff member/volunteer, who has a concern about misconduct or malpractice in the setting, should first of all talk over his/her concerns with the setting manager.

- Most concerns will be resolved amicably and informally at this stage.
- If this does not have a satisfactory outcome, or if the problem recurs, the staff member/volunteer puts the concern in writing to the chair of the management committee.
- If the member of staff/volunteer feels the matter cannot be discussed with the manager or committee, he/she should contact our LADO on 07920283106 or Ofsted on 03001231231 for advice on what steps to follow.
- A disclosure in good faith to the manager will be protected. Confidentiality will be maintained wherever possible and the staff member/volunteer will not suffer any personal detriment as a result of raising any genuine concern about misconduct or malpractice within the setting.

Legal framework

- Public Interest Disclosure Act 1998
- Data Protection Act 1998
- Human Rights Act 1998

Further guidance

- Information Sharing: Practitioners' Guide (HMG2006)

This policy was adopted by

Young Discoverers

On

11th September 2012 (date)

Signed

Name of signatory

Mrs Karen Keene

Role of signatory

Manager

