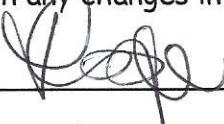


LITTLE FROGS PRE-SCHOOL

WHISTLE BLOWING POLICY

Little Frogs Pre-school is committed to delivering a high quality pre-school service, promoting accountability and maintaining public confidence. 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.

This Policy and the provision's practices will be reviewed periodically and kept up to date in accordance with any changes in legislation.

Policy Approved By:  Date: 2/10/2019

(On Behalf of the Management Committee of Little Frogs Pre-School)

The named Senior officer for Little Frogs Pre-School is **Lorraine Hooper**.

The term whistleblowing applies when a worker raises a concern about malpractice or wrongdoing in their workplace. It applies to raising a concern within the organisation as well as externally; to a regulator for example.

Whistleblowing is the term used when someone who works in or for an organisation wishes to raise concerns about malpractice in the organisation (for example, crime, civil offences, miscarriages of justice, dangers to health and safety or the environment) and the cover up of any of these.

Whistleblowing is very different from a complaint or grievance. It only applies when you have no vested interest and you are acting as a witness to misconduct or malpractice that you have observed. If you are making a complaint, you are saying that you, or someone close to you, have personally been poorly treated and you are seeking redress or justice for yourself. In these circumstances, because you have a vested interest in the outcome of the complaint, you would be expected to be able to prove your case, Ofsted has limited powers to deal with complaints. A grievance is when an employee has a dispute about their own employment position.

The Public Interest Disclosure Act (PIDA) 1998, known as the Whistleblowing Act, is intended to promote internal and regulatory disclosures and encourage workplace accountability and self-regulation. The Act protects the public interest by providing a remedy for individuals who suffer workplace reprisal for raising a genuine concern, whether it is a concern about child safeguarding and welfare systems, financial malpractice, danger, illegality, or other wrongdoing. The concern may relate to something that is happening or has happened in the past.

Under the PIDA, workers are protected from reprisals for reasonably raising an honest and genuine concern internally, but you must be acting in the public interest and not for personal gain to be given this protection. The PIDA covers all workers, including temporary agency staff. It does not cover the self-employed or volunteers. The Act also provides protection should individuals have difficulty gaining a reference from an employer because they have raised a concern. It makes it clear that any clause in a contract that purports to gag an individual from raising a concern that would be protected under the Act is void.

For more information visit: www.pcaw.co.uk/law/uklegislation.htm

Procedure

- An employee, volunteer or student who, acting in good faith, wishes to raise such a concern should normally report the matter to the Pre School Leader 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.
- If an employee, volunteer or student feels the matter cannot be discussed with the Pre-school Leader, he or she can discuss with the Committee person **Lorraine Hooper**
- Alternatively you can contact MASH (Multi Agency Safeguarding Hub) 0345 1551071, Email mashsecure@devon.gov.uk or OFSTED (e-mail whistleblowing@ofsted.gov.uk or call 0300 123 3155) for advice on what steps to follow.
- You can contact the LADO (Local Authority Designated Officer) 01392 384964
- A disclosure in good faith to the leader/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 setting.