



Whistle Blowing Policy

Definition of Whistle Blowing:

Whistle blowing is raising a concern about malpractice within an organisation or through an independent structure associated with it. (UK Committee on Standards in Public Life)

Staff at Little Willows Day Nursery are committed to achieving high standards of care to the children at all times. 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 nursery.

If a matter arises in the Nursery, that a member of staff thinks that another member of staff, volunteer or student has acted in a way that has been a breach of their professional conduct, it is that individual's duty to report the matter immediately to the Nursery Manager.

Examples of concerns may be

- conduct which a member of staff may consider to be a criminal offence;
- disclosure relating to miscarriages of justice;
- health and safety risks, including risks to the children, public as well as other staff;
- possible fraud or corruption;
- breaches of procedures;
- Staff member under the influence of Alcohol or Illegal substances;
- environmental risks;
- failure to comply with legal obligations;
- sexual, physical or verbal abuse of children, parents, staff or any other behaviour which a member of staff genuinely finds unacceptable or inappropriate;
- other unethical conduct;
- The deliberate concealing of information relating to any of the above matters.

Employees and volunteers are entitled to expect fair and reasonable treatment from their employer and colleagues. An employee or volunteer who, acting in good faith, wishes to raise a concern should normally report the matter to their supervisor or manager, who will advise the employee of the action he or she will take in response to the concerns expressed. Concerns should be investigated and resolved as quickly as possible.

If an employee feels the matter cannot be discussed with their Manager, he or she should report it to the registered person (Directors - Steve or Lisa Ojomoh) they will decide, in consultation where necessary with OFSTED, what action is to be taken.

If staffs feel they are unable to talk to a Manager or Director then we advise staff to contact the outside agency;

Bath- Local Authority designated officer (LADO)- 01225 396810

Corsham- Multi-agency safeguarding hub (MASH) - 0300 456 0108

Confidentiality will be maintained wherever possible and the employee will not suffer any personal detriment as a result of raising any concern.

The company accepts that deciding to report a concern can be very difficult and uncomfortable. If a member of staff makes an allegation in good faith, but it is not confirmed by the investigation, no action will be taken against him/her. If, however, a member of staff makes an allegation frivolously, maliciously or for personal gain, disciplinary action may be taken against them.

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