

Little Cuckoos Pre-School Whistle Blowing Policy

Aim

The Public Interest Disclosure Act 1998, known as the Whistleblowing Act protects the public interest by providing a remedy for individuals who suffer workplace reprisal for raising a genuine concern, whether it might be about child safeguarding and welfare systems, financial malpractice, danger, illegality, or other wrongdoing. The concern may relate to something that is happening now or has happened in the past. The aim of this policy is to provide staff, visitors, parents or students with the information they need to raise a concern about malpractice or a grievance.

What is Whistleblowing?

Whistleblowing is the term used when someone who works in, or for an organisation wishes to raise concerns about malpractice or a grievance.

Whistleblowing is very different from a complaint or a grievance. By 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. Little Cuckoos Pre-School have a Complaint Policy which can be accessed by staff and parents/carers.

At Little Cuckoos we strive to have the best standards of childcare at all times follow every appropriate legislation available and relevant, including statutory and non-statutory documents, these include the following:

- Statutory Framework for the Early Years Foundation Stage (DCSF 2007/2012)
- Children Act (2004)
- Childcare Act (2006)
- The SEND Code of practice 2014
- The Common Assessment framework for Children and Young People(CWDC 2007)
- Every Child Matters (DfES 2003)

A concern could be:

- A criminal offence or civil offence
- Failure to comply with any legal obligation
- A miscarriage of justice
- Danger to health and safety of an individual and/or environment
- A dangerous or illegal activity, or widespread or systemic failure in relation to children or staff
- Deliberate concealment of information about any of the above

At Little Cuckoos we will inform staff, students, and volunteers about the principles of whistleblowing through

- Induction process and three-month review after probationary period
- Making Whistleblowing Policy available to all in our policy folder, situated in the kitchen for people to access when they need or want
- Ensuring staff, students and volunteers are encouraged to report any instances of unsatisfactory practice that they observe at the setting at any time and at Staff meetings etc.
- Ensuring staff, students and volunteers are encouraged to speak freely at any time to the manager or nominated person in charge if the manager is not available.
- Ensuring staff can raise their concerns through supervision, and that their concerns are followed up and dealt with appropriately

What to do if you have a concern

- Raise your concern with the Preschool Manager (Hayley McMahon). If you feel unable to do this (perhaps because the concern is about the Preschool Manager) they should raise their concern with a Deputy Manager. You could also share your concern with the Committee Chairperson/s.
- If you feel unable to raise your concern with the persons named above, you should seek out a person to share your concern with within the Staff team.
- If you are worried at any stage about how to raise your concern, you should always seek independent advice at the earliest opportunity. This may be to check who may be the best placed to deal with your concern or simply to talk through the matter in confidence first. This can be done through the independent whistleblowing charity

'Public Concern at Work (PCaW) on 0207 404 6609: or by email at whistle@pcaw.org.uk

For further information see their website at www.pcaw.co.uk.

- Any such concern raised by a staff member or parent would be written down and acted upon as appropriate by the Staff Member listening to the concern. The chairperson/s of the committee would be informed that such a concern had been raised. Our Policy would be to act at all times to protect the interests of any child or adult related to Little Cuckoos.
- As described in the Whistleblowing Act no reprisals would be taken for raising an honest and genuine concern internally. However, it must be stressed that the action must not be for personal gain to be given this protection and must be in the public interest.
- Little Cuckoos would seek advice from Wiltshire Council Early Years, The Pre-school learning alliance and/or other appropriate legal and judicial sources, such as law call, to make a decision on the best route forward to progress with the individual and with the concern.

Policy review

The Manager/Chair of Committee will undertake an annual review of the setting's whistleblowing policy and procedures and reedy any deficiencies and weakness found without delay.

Signed by Committee Chairperson _____

Name of signatory Susie Stafford