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| **Whistle Blowing**  **This Policy should be read in conjunction with the Safeguarding Children Policy, Complaints Policy, Equal Opportuniy and Allegations Policy**  **Ofsted Whistle Blowing Hotline 0300 1233155. Email** [**whistleblowing@ofsted.gov.uk**](mailto:whistleblowing@ofsted.gov.uk)**.**  **WBHL, Ofsted, Piccadilly Gate, Store Street, Manchester, M1 2WD**  Whistle blowing encourages and enables employees to raise serious concerns **within** the organisation rather than overlooking a problem or ‘blowing the whistle’ outside immediately.  Employees are often the first to realise that there is something seriously wrong within the organisation. However, they may not express their concerns as they feel that speaking up would be disloyal to their colleagues or to the organisation. |

**Preschool’s Commitments**

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| **Policy Aims**   * Provide avenues for you to raise concerns in confidence and receive feedback on any action taken. * Ensure that you receive a response to your concerns and that you are aware of how to pursue them if you are not satisfied. * Reassure that you will be protected from possible reprisals or victimisation if you have a reasonable belief that you have made a disclosure in good faith. |

**What Type of Concerns Are Covered?**

* Conduct which is an offence or a breach of law.
* Health and safety risks, including risks to the children, public as well as other employees.
* Damage to the environment.
* The unauthorised use of funds, possible fraud and corruption.
* Any safeguarding concerns.
* Other unethical conduct.

NB. Other procedures are available to employee e.g., the grievance procedure which relates to complaints about your own employment. This policy also does not replace other complaints procedures.

Pre-school recognises that the decision to report a concern can be a difficult one to make. If what you are saying is true, you should have nothing to fear because you will be doing your duty to Pre-school. All concerns will be treated in confidence and every effort will be made not to reveal your identity if you so wish. At the appropriate time, however, you may need to come forward as a witness.

This policy encourages you to put your name to your concern whenever possible. Please note that you:

* must disclose the information in good faith.
* must believe it to be substantially true.
* Must **not** act maliciously or make false allegations.
* Must **not** seek any personal gain.

**Untrue Allegations**

If made in good faith, but after investigation are not confirmed then no further action will be taken. However, if allegations are found to be malicious then action may be taken against the person responsible for the malicious act.

**How to Raise Your Concern: Please refer to our allegation and complaints procedure policy.**

Allegations of Child Abuse – Please follow the Safeguarding Children Policy and he Allegations against a member of staff policy.

**You should not**

* attempt to investigate the concern yourself.
* Alert the suspects of being involved
* Approach or accuse the individuals concerned.

You will receive written receipt of your concern along with a copy of your statement within 5 working days. The managers will investigate your complaint within two weeks and keep you up to date with progress and result.

**If you are not satisfied with the outcome of your complaint, contact-**

OFSTED on 0300 123 3155 or email [whistleblowing@ofsted.gov.uk](mailto:whistleblowing@ofsted.gov.uk), or write to

ARC,

OFSTED

Piccadilly Gate,

Store Street

Manchester

M1 2WD.

For independent advice – Public Concern at Work, [www.pcaw.org.uk](http://www.pcaw.org.uk), 020 7404 6609.