



Registered Charity No 1035670

## Whistleblowing Policy

### **This is Beckley Preschool's policy on Whistleblowing.**

Whilst we expect all our colleagues, both internal and external, to be professional at all times and hold the welfare and safety of every child as their paramount objective, there may be occasions where this may not be happening.

It is vital that all team members talk through any concerns they may have with their line manager at the earliest opportunity to enable any problems to be ironed out as soon as they arise.

### **Disclosure of information**

If, in the course of your employment, you become aware of information which you reasonably believe tends to show one or more of the following, you **MUST** use the Preschool's disclosure procedure set out below:

- That a criminal offence has been committed or is being committed or is likely to be committed
- That a person has failed, is failing or is likely to fail to comply with any legal obligation to which they are subject (e.g. Ofsted)
- That a miscarriage of justice that has occurred, is occurring, or is likely to occur
- That the health or safety of any individual has been, is being, or is likely to be, endangered
- That the environment, has been, is being, or is likely to be, damaged
- That information tending to show any of the above, is being, or is likely to be, deliberately concealed.

### **Disclosure procedure**

- If this information relates to safeguarding then the Preschool's Allegations against a member of staff, student or volunteer, or the safeguarding policy should be followed.
- Where you reasonably believe one or more of the circumstances listed above has occurred you should promptly disclose this to your manager and Designated Safeguarding Lead so that any appropriate action can be taken. If it is inappropriate to make such a disclosure to your manager (i.e. because it relates to your manager) you should speak to our Designated Safeguarding Lead for the Committee.

Beckley Committee – Stephanie Bloomfield 01797 260582

Ofsted (Complaint Number) – 0300 123 1231

NSPCC 0808 800 5000

SPOA 01323 464222

- Employees will suffer no detriment of any sort for making such a disclosure in accordance with this procedure. For further guidance in the use of the disclosure procedure, employees should speak in confidence to the Manager/DSL
- Any disclosure or concerns raised will be treated seriously and will be dealt with consistently, confidentially and will be followed through in a detailed and thorough manner
- Any employee who is involved in victimising employees who make a disclosure, takes any action to deter employees from disclosing information or makes malicious allegations or disclosures in bad faith will be subject to potential disciplinary action which may result in dismissal
- Failure to report serious matters can also be investigated and potentially lead to disciplinary action which may result in dismissal
- Any management/lead employee who inappropriately deals with a whistleblowing issue (e.g. failing to react appropriately by not taking action in a timely manner or disclosing confidential information) may be deemed to have engaged in gross misconduct which could lead to dismissal.

This policy was adopted by the Management Committee of Beckley Preschool on 13<sup>th</sup> May 2024.

Signed on behalf of the management committee:

Name of signatory:

Role of signatory:

Date: