



## **Whistleblowing Policy**

**Definition:** Whistleblowing is raising a concern about malpractice within an organisation.

**Protection:** We are as an organisation, committed to delivering a high-quality preschool service, promoting organisational accountability and maintaining public confidence.

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 organisation. The policy is underpinned by the Public Interest Disclosure Act 1998, which encourages people to raise concerns about misconduct or malpractice in the workplace, in order to promote good governance and accountability in the public interest. The Act covers behaviour, which amounts to:

- A criminal offence
- Failure to comply with any legal obligation
- A miscarriage of justice
- Danger to health and safety of an individual and/or environment
- Deliberate concealment of information about any of the above

It is not intended that this policy be a substitute for, or an alternative to the formal Grievance procedure, but it is designed to nurture a culture of openness and transparency within the organisation, which makes it safe and acceptable for employees and volunteers to raise, in good faith, a concern they may have about misconduct or malpractice.

An employee or volunteer who, acting in good faith, wishes to raise such a concern should normally report the matter to the pre-school supervisor 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 or volunteer feels the matter cannot be discussed with the pre-school supervisor, he or she may contact:

1. Chair of the committee, Chelsea Groome, email:woodpeckerschair@gmail.com
2. LADO Team contact number: 03000 41 08 88 email: kentchildrenslado@kent.gov.uk
3. KCC Local Area Education Officer – Nick Abrahams Tel: 03000 41 00 58
4. OFSTED whistleblowing hotline Tel: 0300 123 3155  
(Mon-Fri 8am-6pm)

Or can be emailed at [whistleblowing@ofsted.gov.uk](mailto:whistleblowing@ofsted.gov.uk)

Or by post: WBHL, Ofsted, Picadilly Gate, Stone Street, Manchester. M1 2WD.

5. You can also contact the NSPCC national Whistleblowing Advice Line Tel: 0800 028 0285 or by email to [help@nspcc.org.uk](mailto:help@nspcc.org.uk) . Please see <https://www.nspcc.org.uk/what-you-can-do/report-abuse/dedicated-helplines/whistleblowing-advice-line/>

A disclosure in good faith to the pre-schools Chair Person will be protected. Confidentiality will be maintained wherever possible and the employee or volunteer will not suffer and personal detriment as a result of raising any genuine concern about misconduct or malpractice within the organisation.

This policy was adopted on 20<sup>th</sup> May 2013 and reviewed annually.

**Signed by:**

**Chelsea Groome (Chairperson)  
Trustee of Woodpeckers Pre School CIO**

