

WHISTLE BLOWING POLICY

Definition:

Whistle blowing is raising a concern about malpractice within an organisation.

Hopes and Dreams Nursery School is committed to delivering a high-quality early years services, promoting accountability and maintaining public confidence.

This policy provides individuals in the workplace with protection from victimisation or punishment when they raise a genuine concern about misconduct or malpractice in the setting. 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.

A qualifying disclosure is one made in the public interest by an employee who has a reasonable belief that:

- A criminal offence
- A miscarriage of justice
- An act creating risk to health and safety
- An act causing damage to the environment
- A breach of any other legal obligation or
- Concealment of any of the above
- Any other unethical conduct
- An act that may be deemed as radicalised or a threat to national security is being, has been, or is likely to be, committed.

It is not intended that this policy be a substitute for, or an alternative to, the setting's formal complaints procedure. It is designed to nurture a culture of openness and transparency within the setting, 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 report the matter to the Nursery Manager/Deputy Manager who will advise the employee or volunteer of the action that will be taken in response to the concerns expressed. Concerns will be investigated and resolved as quickly as possible.

If an employee or volunteer feels the matter cannot be discussed with the Nursery Manager/Deputy Manager or Nursery Owner he or she should contact the following for advice on what steps to follow:

- Islington Early Years Designated Safeguarding Officer – Gwen Fitzpatrick
0207 527 5629 or gwen.fitzpatrick@islington.gov.uk
- OFSTED on 0300 123 1231 or whistleblowing@ofsted.gov.uk

A disclosure in good faith to the Manager/Deputy Manager will be protected. Confidentiality will be maintained wherever possible and the employee or volunteer will not suffer any personal detriment as a result of raising any genuine concern about misconduct or malpractice within the setting.

Reviewed on: February 2020

Signed in behalf of the Nursery School: 

Next review date: February 2021