

## 1.3 Whistleblowing

EYFS: The Safeguarding and Welfare Requirements  
3.4-3.18, 3.22

**Definition:** Whistleblowing is the term used when a worker passes on information concerning wrongdoing within the organisation.

### Policy Statement

Hopes and Dreams Montessori Nursery 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.

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.

### Procedures

- At Hopes and Dreams Montessori Nursery, 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.
- We recognise that there may be occasions where this may not happen, and we have in place a procedure for staff to disclose any information that suggests children's welfare and safety may be at risk. If you have a concern you **must** follow the Nursery's child protection procedures.
- We expect all team members to talk through any concerns they may have with their line manager at the earliest opportunity to enable any problems to be resolved as soon as they arise.

### Disclosure of information

If, in the course of your employment, you become aware of information which you reasonably believe indicates that a child is, or may be at risk of harm and/or one or more of the following may be happening, you **MUST** use the Nursery's disclosure procedure/follow the Child Protection policy:

- 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. EYFS 2021, Equalities Act 2010)
- That a miscarriage of justice 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, has been, is being, or is likely to be deliberately concealed.

When making a protected disclosure:

- You must believe it to be substantially true
- You must not act maliciously or make false allegations
- You must not seek any personal gain.

It is not necessary for the employee to have proof that such an act is being, has been, or is likely to be, committed; a reasonable belief is sufficient.

### Disclosure procedure

Where you reasonably believe one or more of the above circumstances listed above has occurred, you should promptly disclose this to the Nursery Manager (Haniyeh Nawrozzadeh) for Angel [haniyeh.nawrozzadeh@hopesanddreams.co.uk](mailto:haniyeh.nawrozzadeh@hopesanddreams.co.uk) or on 0207 833 9388 option 1, Magda Zurawska for Old Street [magda.zurawska@hopesanddreams.co.uk](mailto:magda.zurawska@hopesanddreams.co.uk) or on 0207 833 9388 option 2) or Deputy Nursery Manager for Old Street Zsuzsanna Burkus [Zsuzsanna.burkus@hopesanddreams.co.uk](mailto:Zsuzsanna.burkus@hopesanddreams.co.uk) or on 0207 833 9388 option 2 so that any appropriate action can be taken. If it is inappropriate to make such a disclosure to the Nursery Manager (i.e. because it relates to your manager) you should speak to the Principal of Hopes and Dreams- Nazish Usman [Nazish.usman@hopesanddreams.co.uk](mailto:Nazish.usman@hopesanddreams.co.uk) or on 0207 833 9388 or if it relates to the Principal then to **Libby Nicholas** at [libby.nicholas@dukeseducation.com](mailto:libby.nicholas@dukeseducation.com) or on **07791 953552**

- 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 Nursery Manager or Deputy Nursery Manager.
- An employee or volunteer who, acting in good faith, wishes to raise such a concern should report the matter to the Nursery Manager or Deputy Nursery 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.
- 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 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

### Safeguarding and Child Protection

- If this information relates to child protection or safeguarding then the please refer to policy **1.1 Safeguarding and Child Protection**, with particular reference to the staff and volunteering section
- The telephone numbers of the Local Authority Designated Officer (LADO), the local authority children's social care team and Ofsted are posted around the Nursery so all staff may contact them directly if they cannot talk to anyone internally about the issues/concerns observed.

A disclosure in good faith to the Nursery Manager or Deputy Nursery 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.

### Legal framework

- Public Interest Disclosure Act 1998
- Employment Rights Act 1996

Reviewed: April 2023	Next review date: April 2024
Signed on behalf of the nursery: <i>L. Thorpe Zurawska</i>	

