Whistleblowing Policy

Binfield Preschool knows that at times a member of staff may feel the need to raise a concern about malpractice within the preschool or against a member of staff. We are aware that making a disclosure in the public interest (whistleblowing) is essential for keeping children safe within the preschool and to ensure good quality practice by all staff. We are committed to safeguarding the children in our care and supporting the staff to feel confident to raise any concerns they may have about our setting or practice at our setting.

Procedures

Protection

Binfield Preschool is committed to delivering a high-quality service, 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 our 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. 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
- Bullying, humiliation, discrimination, poor practice, unsafe practice, abuse or neglect
- Deliberate concealment of information about any of the above

- If any issue is raised which suggests a child may be at risk of significant harm, this will be managed through our Safeguarding procedure.

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

- An employee or volunteer who, acting in good faith, wishes to raise such a concern should normally report the matter to the manager or chairperson. This conversation will be recorded in writing, read & signed by
both parties. The matter will then be investigated. This may include the involvement of outside agencies such as the LADO and they will advise on time scales and the outcome of any investigation.

- Concerns should be investigated and resolved as quickly as possible. If an employee or volunteer feels that the matter cannot be discussed with the manager or chairperson, then Ofsted should be contacted by email – whistleblowing@ofsted.gov.uk or by phone on 0300 123 1231.

Other important contacts:
- Multi-Agency Safeguarding Hub (MASH) - 01273 290400 / mash@brighton-hove.gcsx.gov.uk
- Local Authority designated Officer (LADO) - 01344 352005

Confidentiality

A disclosure in good faith to the 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 our setting.

Fabrication

- Any fabricated or malicious allegations will be dealt with through our disciplinary procedure

<table>
<thead>
<tr>
<th>This policy was adopted by</th>
<th>Binfield Preschool</th>
</tr>
</thead>
<tbody>
<tr>
<td>Created on</td>
<td>26/09/2017</td>
</tr>
<tr>
<td>Last reviewed on</td>
<td>19/05/2020</td>
</tr>
<tr>
<td>Next review date</td>
<td>19/05/2021</td>
</tr>
<tr>
<td>Version number</td>
<td>2</td>
</tr>
<tr>
<td>Signed on behalf of the provider</td>
<td></td>
</tr>
<tr>
<td>Name of signatory</td>
<td>Adrian Hone</td>
</tr>
<tr>
<td>Role of signatory (e.g. chair, director or owner)</td>
<td>Chair</td>
</tr>
</tbody>
</table>