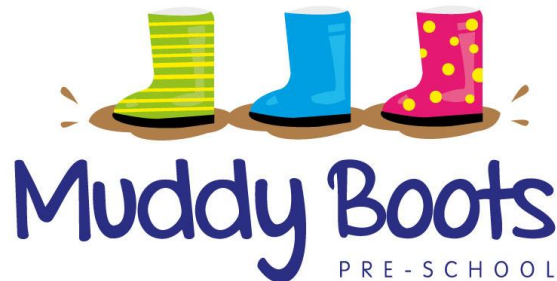


# Muddy Boots Pre-School CIO

## Child Protection 1.10 Whistleblowing



<b>Review Date:</b>	<b>SEE COMMITTEE POLICY REVIEW SCHEDULE</b>
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## **Child Protection**

### **Whistleblowing**

#### **Policy Statement**

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

Making a disclosure in the public interest (whistle blowing) is essential for keeping staff and children safe in the setting and to ensure good quality practice across the setting. We are committed to safeguarding the staff and children in our care and supporting all staff to feel confident to raise any concerns they may have about the setting or practice at the setting.

#### **Protection**

Muddy Boots Pre-School 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 the setting. These individuals include permanent staff as well as casual, temporary or voluntary workers and work experience students.

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.

For any member of staff being made to feel like a victim, or intentionally isolated or excluded as part of the Muddy Boots Pre-School staffing team, this will be dealt with as a disciplinary matter. This type of behaviour by others will be considered intentional and of 'Gross Misconduct' in nature.

It is not intended that this policy be a substitute for, or an alternative to the settings 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 malpractice and misconduct.

An employee or volunteer who, acting in good faith, wishes to raise such a concern should normally report the matter to their supervisor or manager. This conversation will be recorded, read & signed by both parties.

The matter will then be investigated. This may include the involvement of outside agencies such as the LADO. You will be kept informed of time scales & 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 managers then Ofsted should be contacted by email – [whistleblowing@ofsted.gov.uk](mailto:whistleblowing@ofsted.gov.uk) or by phone on 0300 123 1231.

#### **OTHER IMPORTANT CONTACTS**

- Multi-Agency Safeguarding Hub (MASH) – 0300 126 7000
- Local Authority Designated Officer (Designated Officer) –  
Andy Smith - 01604 367862                      Christine York - 01604 362633

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 the setting.

Any fabricated or malicious allegations will be dealt with through our disciplinary procedure  
This policy can be read in conjunction with our policies for Safeguarding and Child Protection and Making a Complaint.