

St Michael's Pre-school

Safeguarding and Welfare Requirement: Child Protection

Providers must have and implement a policy, and procedures, to safeguard children.

Safeguarding children

1.2.1 Whistle Blowing

Policy statement

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

We are committed to delivering a high quality pre-school service, promoting organisational accountability and maintaining public confidence.

This policy is designed to nurture a culture of openness and transparency within the pre-school, which makes it safe and acceptable for employees and volunteers to raise, in good faith, a concern they may have about misconduct or malpractice in the setting.

Staff/volunteers know they can contact the organisation Public Concern at Work for advice relating to whistleblowing dilemmas.

Principles

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
- A failure to comply with any legal obligation or behaviour which falls below established standards of practice
- Which is against Financial Regulations and policies
- A miscarriage of justice
- Danger to health and safety of an individual and/or environment
- A form of corruption or unethical conduct – for example, abuse of clients or service users
- Deliberate concealment of information about any of the above.

This policy and the procedures outlined below are intended to supplement, rather than replace, the existing Complaints, Disciplinary and Grievance Procedures. Concerns or

allegations which fall within the scope of specific procedures, e.g. Child Protection, will normally be dealt with under its own procedures.

EYFS Key themes and commitments

A Unique Child	Positive Relationships	Enabling Environments	Learning and Development
1.1 Child development 1.2 Inclusive practice 1.3 Keeping safe 1.4 Health and Wellbeing	2.1 Respecting each other	3.2 Supporting every child 3.4 The wider context	4.4 Personal, social and emotional development

Procedures

- An employee or volunteer who, acting in good faith, wishes to raise such a concern should normally report the matter, ideally in writing, to the pre-school leader and/or the Committee Designated Safeguarding person or Chairperson.
- The persons who receive the initial concern will make initial enquiries to determine whether the concern raised needs further investigation. Such initial enquiries should be dealt with promptly, thoroughly, impartially and confidentially, in accordance with the procedure.
- The pre-school leader and/or the Committee Designated Safeguarding Person or Chairperson will acknowledge the concern within 10 days and give an indication of how the concern will/or has been dealt with. This may be in writing. If it is yet to be dealt with then an indication of how long the procedure will take must be included.
- Where there is believed to be grounds for concern then further investigation will be carried out. An employee or volunteer will be kept up to date on the progress of the investigation and they will be informed of the outcome of the investigation.
- If an employee or volunteer feels the matter cannot be discussed with the pre-school leader and/or the Committee Designated Safeguarding Person or Chairperson they should contact Ofsted. Contact can be made as follows:
 - By telephone – 0300 123 3155
 - By email to the whistle blowing team - whistleblowing@ofsted.gov.uk.
 - By post: WBHL, Ofsted, Piccadilly Gate, Store Street, Manchester M12WD
or
 - NSPCC Whistle Blowing by telephone - 0800 028 0285
 - By email to the NSPCC – help@nspcc.org.uk

A disclosure in good faith to the pre-school leader or Committee Designated Safeguarding or Chairperson 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 organisation.

This policy was adopted at a meeting of

St Michael's Pre-school

Held on

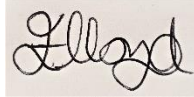
23/05/2020

(date)

Date to be reviewed

(date)

Signed on behalf of the management committee



Name of signatory

Ellena Lloyd

Role of signatory (e.g. chair/owner)

Committee Chair