



Eldene Pre-School & Toddlers

1:E Whistleblowing Policy

Statement of Intent

Definition:

Whistleblowing is raising a concern about malpractice within an organisation.

Eldene Pre-School & Toddlers is an organisation committed to delivering a high quality pre-school service, promoting organisational accountability and maintaining public confidence.

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.
- Failure to comply with any legal obligation.
- A miscarriage of justice.
- Danger to health and safety of an individual and/or environment.
- Deliberate concealment of information about any of the above.

It is not intended that this policy be a substitute for, or an alternate to the group's formal Grievance Procedure, but is designed to nurture a culture of openness and transparency within the organisation, 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 normally report the matter to the manager and or the chairperson of the committee who will advise the employee or volunteer of the action that will be taken in response to the concerns expressed. Concerns should be investigated and resolved as quickly as possible.

If an employee or volunteer feels the matter cannot be discussed with the manager or the chairperson, he or she should contact our Early Years Consultant, the LEA (Swindon Borough Council), Social Services or OFSTED on 0300 123 1231 for advice on what steps to follow.

A disclosure in good faith to the manager or the 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 Eldene Pre-School & Toddlers.

Held on:- 8th July 2019

Date reviewed: October 2023 To be reviewed:- October 2024

Signed on behalf of the Eldene Pre-School & Toddlers.

A. Hanrahan

Ann-Marie Hanrahan - Chairperson