



## **Whistleblowing**

### **Introduction:**

Whistle blowing is raising a concern about malpractice within an organisation. Making a disclosure in the public interest. Whistle blowing, is essential for keeping children safe in the nursery and to ensure good quality practice. We are committed to safeguarding the children in our care and supporting staff, students, parents and volunteers to feel confident to raise any concerns they may have about the nursery or its practices.

The nursery and college are committed to providing high-quality learning experiences in a positive and inclusive environment and will protect any person (Staff, Parent, Child, Student, Visitor and Volunteer) who raises a genuine concern about malpractice within the nursery or college from victimisation or punishment. The nursery follows this policy in conjunction with the college policy and procedures. (For all college staff please refer to the college procedure - Public Interest Disclosure Policy and Procedure)

This policy and its procedures are 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

### **Procedures:**

- If you have a concern you must speak to the Nursery Manager as soon as possible pinpointing what practice is concerning you and why. The earlier a concern is expressed the easier and sooner it is possible for action to be taken. The Nursery Manager will take all concerns seriously.
- Where the issue concerns the Nursery Manager then please voice your concerns with the Deputy Principal Finance & Resources of Basingstoke College of Technology.
- The Nursery Manager/ Deputy Principal Finance & Resources will normally investigate a concern within five working days of the concern being raised, if they are unable to do this then an explanation will be given.
- After the initial investigation and if concerns are founded, further action will be taken in line with the nursery and college policies and procedures.
- The person raising a concern will be kept informed on the progress of any enquiries whilst respecting confidentiality throughout the process.
- All persons involved with the concern will be protected from harassment or victimisation.

- Malicious allegations may be considered as a disciplinary offence.
- The Nursery and/or College will ensure a satisfactory outcome is reached.

If having made an allegation, you believe the Nursery Manager /Deputy Principal of Finance and Resources have failed to take appropriate action the Principal of the College or the College governors must be contacted.

If you feel unable to raise a concern within the organisation or feel your concern is not being dealt with in an appropriate manner you are obligated to inform Ofsted on their Whistle Blowing telephone number or the Early Education and Childcare Unit. (Please see contact details for numbers).

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