

## 6. 0 Whistleblowing

### Policy statement

St Johns Preschool is committed to the highest possible standards of transparency, probity and accountability in all aspects of our work. Accordingly, we expect any member of staff, parent/carer or any third party, who has a concern about any aspect of the Preschool, to report those concerns.

The Public Interest Disclosure Act 1988 protects whistleblowers where a complainant has a reasonable belief that one or more offences have been or are about to be committed. These offences could include, but are not limited to:

- Abuse of a child or vulnerable person
- A child, parent, employee or volunteer has been put at risk of harm
- Unsafe working practices
- Failure to comply with statutory and legal obligations
- A criminal offence has or is about to be committed
- A miscarriage of justice
- The use of unsafe equipment
- Falsification of financial records
- Bribery or corruption has or is about to take place
- Covering up wrong doing or malpractice
- Concealment of any of the above

It is not necessary to provide proof of the misconduct which is alleged, rather you must raise a reasonable suspicion. There are existing policies in place regarding grievances. This policy is intended to cover major concerns which fall outside the scope of St Johns Preschool's other policies. If the concern raised involves Child Protection, the relevant policy should also be referred to.

In the first instance, a concern should be raised with the Preschool Manager. This may be raised verbally or in writing. If the concern is with the Preschool Manager, please contact the Committee Chair directly.

If your concern cannot be addressed to the Preschool Manager or the Committee Chair, it may be necessary to report it to an external agency, such as Ofsted or the Police.

Useful Numbers:

SPOA (Single Point of Advice) – 01323 464222

Police – 01273 404938

DBS (Disclosure & Barring Service) – 03000 200190

Ofsted – 0300 1231231

NSPCC – 0808 800 5000

St Johns Preschool seeks to encourage and enable individuals to disclose information and will make every effort to keep the identity of the whistleblower confidential.

However, we may need to pass your contact details on to a relevant third party if the nature of the concern warrants this. We also appreciate that a concern, once investigated, may prove false. No action will be taken against a staff member, parent/carer or third party who raises a legitimate concern. However, if it is judged to be a malicious allegation, disciplinary procedures may be enacted.

Date to be reviewed – on or before end May 2024