



Registered Charity No: 1130840
School Mead, Abbots Langley, WD5 0LB
01923 274483

Whistleblowing Policy and Procedures

The Public Interest Disclosure Act (PIDA) 1998, known as the Whistleblowing Act, is intended to promote internal and regulatory disclosures and encourage workplace accountability and self-regulation. The Act protects the public interest by providing a remedy for individuals who suffer workplace reprisal for raising a genuine concern, whether it is a concern about child safeguarding and welfare systems, financial malpractice, danger, illegality, or other wrongdoing.

The concern may relate to something that is happening or has happened in the past.

What is whistleblowing?

Whistleblowing is the term used when someone who works in or for an organisation wishes to raise concerns about malpractice in the organisation (for example, crimes, civil offences, miscarriages of justice, dangers to health and safety or the environment), and the cover up of any of these.

Whistleblowing is very different from a complaint or a grievance. It only applies when you have no vested interest and you are acting as a witness to misconduct or malpractice that you have observed.

Procedures:

Raise your concern internally with your line manager, preferably in writing.

If you feel unable to do this (perhaps because your concern relates to them), you should raise your concern with the Chair of the Management Committee.

If you are worried at any stage about how to raise your concern, you should always seek independent advice at the earliest opportunity. This may be to check who may be best placed to deal with your concern or simply to talk the matter through in confidence first and discuss how to raise your concern. You can do this through a union or professional body or the independent whistleblowing charity Protect at www.protect-advice.org.uk and fill out the advice line form online. If you decide to seek advice from a legal advisor, then anything you say to them is automatically protected.

If you have raised your concern internally but feel it has not been properly addressed, or if you feel unable to raise your concern at any level within the organisation, you may feel that you need to raise your concern outside your setting.

It is advisable, in terms of both addressing the concern and securing your own protection as a whistleblower, to raise this first with a body that has some oversight of the work of your employer. For this setting an external regulator is OFSTED. If your concern is about an immediate or current risk to an individual child or children, it is important that you follow child protection procedures.

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Ofsted’s whistleblowing dedicated hotline (0300 1233155) was launched in April 2009. It is staffed from 8am to 6pm, Monday to Friday.

Whistleblowing disclosures can also be submitted to Ofsted by email [to the Ofsted whistleblowing team \(whistleblowing@ofsted.gov.uk\)](mailto:whistleblowing@ofsted.gov.uk) or by post to:

WBHL
Ofsted
Piccadilly Gate
Store Street
Manchester
M1 2WD

The hotline can be used by anybody who has a whistleblowing concern about services or practice in any local authority, or in a care or educational setting regulated and inspected by Ofsted, including:

- employees and former employees of local authorities
- agency staff currently and formerly working within a local authority
- current and former employees of local authority or independently run children’s homes
- foster carers or adopters
- employees within secure provision for children and young people
- voluntary workers in care or educational settings
- Ofsted employees in receipt of whistleblowing disclosures from any of the above.

This policy was adopted at a meeting Breakspeare Community Preschool held on:.....

Signed on behalf of the Committee:

Signed by new employee as part of Induction to preschool:

Name:..... Signature:.....

Name: Signature:.....

Signed on behalf of the preschool:

Name:..... Signature:.....

This policy will be reviewed annually in November.

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