Delaware Pre-School
Providing Quality Childcare Since 1969

Whistle blowing policy

Whistle blowing is a mechanism by which adults can voice their concerns, made in good faith, without fear of repercussions from their employer/manager or retribution from their colleagues. Whistle blowing is a term used when the person raising the concern is not usually personally or directly affected by the danger or legality.

Staff should acknowledge their responsibilities to bring matters of concern to the attention of senior management and or relevant external agencies. This may involve concerns about danger or illegality that affects others. This may include concerns about possible fraud, crime, danger or other risks that could threaten children, parents/carers, colleagues or member of the public or settings own reputation.

This is particularly important where the welfare of children may be at risk. Cornwall's Multi-Agency Support and Safeguarding Hub (MASSH) telephone number is 0300 123 1116.

In accordance with the Public Interest Disclosure Act 1998 employment rights are protected for any staff member who voices their concerns which might otherwise be regarded as confidential.

This policy ensures:

- A climate of open communication, which enables staff to voice their concerns at the earliest opportunity and thus averts a larger issue in the future.
- If an employee's concerns are misplaced, then this misunderstanding can be addressed sooner rather than later.
- Knowing that a clear whistle blowing policy is in place shows the setting is serious about dealing with malpractice and should act as a

deterrent to anyone considering illegal, improper or unethical practice.

How to raise concerns:

If something is concerning you, as a first step you should raise concerns with your manager. However, we recognise on occasions this may not be appropriate in which case there are the following other options to raise a concern:

- Email the Chair of the committee: kmariefish@gmail.com
- MASSH telephone 0300 123 1116
- Environmental Agency: www.environment-agency.gov.uk or telephone 03708 506 506.
- Food Standard Agency: www.food.gov.uk or telephone 0207 276 8829.
- Health and Safety Executive: www.hse.gov.uk
- Police: 101

Ofsted's hotline:

- Telephone 0300 123 1231
- Email whistleblowing@ofsted.gov.uk
- Or in writing to: WBHL, Ofsted, Piccadilly Gate, Store Street, Manchester, M1 2WD.

Support from 'Public concern at work'

Public concern at work is an independent charity specialising in providing individuals with free confidential and practical advice about raising concerns at work. They can help you identify how to raise a concern while minimising any risk to you and maximising the opportunity for any wrongdoing to be addressed. They can advise you how to safely and effectively raise a concern helping you to decide if you are unsure whether to raise a concern or not. Telephone 0207 404 6609 or visit www.pcaw.co.uk

How the setting will respond to concerns raised internally:

All concerns raised will be treated confidentially by those involved in the reporting process. The amount of contact between the individual raising the concern and the person investigating the matter will be dependent on the issue raised.

All concerns raised will be acknowledged within 2 working days.
Recorded and stored in the confidential filing cabinet.
Investigated and responded to within 14 days.
Management and appropriate external agencies will be informed of the concerns following the settings line responsibility.

Links to other policies:

This policy links to:

- Safeguarding children
- Complaints procedure
- Confidentiality
- Staff conduct
- Disciplinary

	2026	2027	2028	2029	2030	2031
Chairs signature	IC					
Managers signature	KA					
Date of review	Autumn26					
Date of next review	Aut 27					

Changes 26	DSL/MASSH/chair email
Changes 27	
Changes 28	
Changes 29	
Changes 30	
Changes 31	