

GREAT CHISHILL NURSERY **WHISTLEBLOWING POLICY**

STATEMENT OF INTENT

This Nursery is committed to delivering a high quality service, promoting accountability and maintaining public confidence.

AIM

To provide individuals in the Nursery with protection from victimisation or punishment where they raise a genuine concern.

DEFINITION

Whistleblowing is raising a concern about malpractice or misconduct within an organisation.

REASONS FOR WHISTLEBLOWING

Each individual has a responsibility for raising concerns about unacceptable behaviour or practice.

To prevent the problem from worsening

To protect or reduce the risk to others

To prevent being implicated yourself

LEGAL FRAMEWORK

This 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.

This Act covers behaviour, which amounts to:

A criminal offence

Failure to comply with legal obligations

A miscarriage of justice

Danger to health and safety of an individual and/or the environment

Deliberate concealment of information about any of the above

METHOD

An employee, volunteer who, acting in good faith, wishes to raise a concern should report the matter straight away to the manager.

The Manager will report this concern to the Allegations Helpline, (see contact numbers)

The manager is **not** responsible for assessing whether an allegation is substantiated.

The manager is responsible for protecting the person who made the disclosure in good faith from harassment or victimisation.

Confidentiality will be maintained wherever possible