



Whistleblowing Policy

Policy statement

Whistleblowing is raising concerns about malpractice within an organisation. Tiggers pre-school is committed to delivering a high quality service, promoting accountability and maintaining public confidence.

This policy provides individuals in the workplace with the protection from victimisation or punishment where they have a genuine concern about misconduct or malpractice in the organisation. The 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. The Act covers behaviour, which amounts to:

- A criminal offence
- Failure to comply with any legal obligation
- A miscarriage of justice
- Danger to the health and safety of an individual and/or environment
- Deliberate concealment on information about any of the above.

It is not intended that this policy be a substitute for, or an alternative to the pre-schools formal complaints procedure. It is designed to nurture a culture of openness and transparency within the setting, which makes it safe and acceptable for employees and volunteers to raise, in good faith, a concern they may have about misconduct or malpractice.

EYFS key themes and commitments

Procedures

- An employee or volunteer who, acting in good faith, wishes to raise such a concern should normally report the matter to the manager who will advise the employee or volunteer of the action that will be taken in response to the concerns expressed.
- If an employee or volunteer feels the matter cannot be discussed with the Pre-school manager, he/she should contact either co-chairperson of the Tiggers pre-school committee.
- Alternatively the person may contact OFSTED (email whistleblowing@ofsted.gov.uk or call 0300 123 1231 for advice on what steps to follow.
- Concerns should be investigated and resolved as quickly as possible.
- Confidentiality will be maintained wherever possible and the employee or volunteer will not suffer any personal detriment as a result of raising any genuine concern about misconduct or malpractice within the setting.

Legal framework

- Public Interest Disclosure Act 1998



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