 www.squirrelspreschoolrugby.co.uk

Squirrels Pre-School Rugby Ltd

c/o Paddox Primary School

Fareham Avenue

Rugby

Warwickshire

CV22 5HS

01788 576167

**Whistle Blowing Policy**

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| --- | --- | --- | --- |
| **A Unique Child** | **Positive**  **Relationships** | **Enabling**  **Environments** | **Learning and**  **Development** |
| **Keeping safe** | **Sensitive & Responsive** | **Value all people** | **Personal Social and Emotional** |

**Definition: Whistle blowing is raising a concern about malpractice within an organization.**

**Statement of intent**

Squirrels Pre-School is committed to the highest possible standards of openness, honesty and accountability. In line with that commitment we encourage employees, volunteers and parents with serious concerns about any aspect of the pre-school’s work to come forward and voice those concerns. This policy provides individuals with protection from victimisation or punishment should they raise a genuine concern about misconduct or malpractice within the pre-school.

This policy is not a substitute for the Complaints policy, it is intended to encourage individuals to be open and honest within the pre-school and feel that it is safe and acceptable to raise any concerns. These concerns may be about something that is:

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

**Procedures**

An employee, volunteer or parent who, acting in good faith, wishes to raise a concern should report the matter to the manager who will then advise on the action to be taken. Concerns should be investigated and resolved as quickly as possible.

If anyone feels the matter cannot be discussed with the manager, he or she should report it to the Designated Officer (see Safeguarding) or directly to Ofsted. (e-mail [whilstleblowing@ofsted.gov.uk](mailto:whilstleblowing@ofsted.gov.uk))

**Confidentiality**

The Board of Directors will do its best to protect a person’s identity when a concern is raised, however in some circumstances identities will have to be revealed to the person complained against and the complainant may be asked to provide written or verbal evidence in support of their complaint.

If a person’s identity is to be disclosed, he or she will be told before the disclosure and the reasons why the disclosure is necessary.

Having raised the concerns the Board of Directors will expect the complainant not to talk about it to any other person, inside or outside the setting.

This policy was adopted at a meeting of Squirrels Pre-School Rugby Ltd held on

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Signed on behalf of the Board of Directors……………………………………………………………………

January 2024

Date of policy review…………………………………………………………………………………………………