

Whistle Blowing Policy



Burton Pre-School Playgroup intends to provide an environment in which young children are safe from abuse and in which any suspicion of abuse is appropriately responded to. Burton Pre-School Playgroup encourages staff who suspect malpractice within the setting to report their concerns to the owners or manager. This is called 'Whistle Blowing.'

Our aims are to create an environment where children are safe and protected from harm, are able to develop a positive self image and an environment in which parents and carers feel safe and confident leaving their child.

The Public Interest Disclosure Act came into force in 1999 and gives statutory protection to employees who legitimately make a disclosure in the public interest which relates to:

- Crime
- Failure to comply with legal obligations
- Miscarriages of justice
- Health and safety threat
- Damage to the environment

It is the responsibility of the owners and manager to ensure that any reports are thoroughly investigated and findings recorded. If the report actually relates to the owners or manager Ofsted should be approached.

If the employee feels victimised or does not believe that their concerns have not been taken seriously then they can report it to Ofsted or consult a legal representative.

Any malicious reports that are made by an employee will lead to disciplinary action.

Procedure to follow if staff are accused of abuse

Confidential records will be kept of the allegation and of all subsequent proceedings. If an allegation is made against any member of staff or volunteer, the procedure we follow is:

- Make an accurate written record of the allegation.
- Contact social services, Tel Christchurch 01202 474106. Follow this by sending a written report of the allegations to social services.

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- Seek advice from OFSTED and inform OFSTED Tel No 08456404049
- Inform the member of staff/volunteer in writing that an allegation has been made against her/him, and advise that a formal investigation will be made into the allegation by social services or the police.
- Inform the member of staff that they will be suspended during the period of the investigation on full pay.
- The playgroup will adhere as far as possible to the confidentiality policy to protect all involved.

The settings confidentiality policy will be adhered to throughout all proceedings.