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9.0 Whistleblowing Policy

Safeguarding Statement

The Lenches Pre-school is committed to safeguarding and promoting the welfare of children and expects all staff and volunteers to share this commitment.

The Lenches Pre-school have a number of policies and procedures in place that contribute to our commitment to safeguarding including this whistleblowing policy. Further information about safeguarding children can be viewed in the [policies](#) section of our website.

The Lenches Pre-school may need to share information and work in partnership with other agencies when there are concerns about a child's welfare. We will ensure that our concerns about any children are discussed with his/her parents/carers in the first instance unless we have reason to believe that approaching them would not be in the best interest of the child.

The Lenches Pre-school actively supports the governments 'Prevent' agenda to counter 'radicalism' and 'extremism'.

Introduction

At The Lenches Pre School we expect all our colleagues, both internal and external, to be professional at all times and hold the highest possible standards of the welfare and safety of every child as their paramount objective.

We expect all our staff to promote British Values and follow all Safeguarding policies, alongside consistently demonstrating professional, caring, respectful and kind attitudes and behaviours to all children, colleagues and families. **This policy works in line with Staff Code of Conduct.**

In line with our commitment to safeguarding children, we encourage parents, employees, volunteers and others who have any concerns about any aspect of the settings operations to come forward and voice those concerns.

In certain cases The Lenches Pre-school may have to proceed on a confidential basis. Any employee of the setting can follow this policy without any worry.

The **Whistleblowing Policy** is in place to encourage and enable employees, parents and volunteers to raise any serious concerns they have within the setting other than overlooking a problem.

Responsibility

All staff have an individual responsibility and right to raise matters of concern regarding poor or insufficient practice at work. The staff's priority at all times is well-being and safety of all children attending the setting. **This takes priority over any loyalty towards work colleagues.**

Whistleblowing is a term used when someone who works in or for an organisation wishes to raise concerns about malpractice in the organisation. Whistleblowing encourages and enables staff to raise serious concerns within the Pre-school, rather than overlooking a problem or "blowing the whistle" outside the setting with other agencies.

The Lenches Pre-school is committed to the highest possible standards of openness, probity, and accountability.

Making a disclosure in the public interest (**whistleblowing**) is essential for keeping children safe in the setting and to ensure good quality practice across the setting.

This policy is underpinned by the Public Interest Disclosure Act 1998, which encourages people to raise concerns about misconduct or malpractice in the workplace, to promote good governance and accountability in the public interest. The act covers behaviour that amounts to:

- 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
- Bullying, humiliation, discrimination, poor practice, unsafe practice, abuse or neglect
- Deliberate concealment of information about any of the above

The Manager will treat any **whistleblowing** disclosures with urgency, sensitivity and confidentiality and colleagues are encouraged to raise any concerns immediately. We appreciate that some concerns maybe of a lower threshold, however all concerns must be raised, recorded and dealt with to create a culture of high standards at all times and to meet the settings expectations.

The Manager will act accordingly on the nature of the concerns and will work alongside external professionals if required, in conjunction with Our Safeguarding Policy, Complaints Policy and Managing Allegations Policy.

Aims

The aim of this Policy is to:

- encourage everyone to feel confident in raising concerns and to question and act upon concerns and practice.
- provide avenues for everyone to raise concerns in confidence and receive feedback on any action taken.
- reassure everyone that they will be protected from possible reprisals or victimisation if they have a reasonable belief that they have made a disclosure in good faith.

The Lenches Pre-school recognises that the decision to report a concern can sometimes be a difficult one to make. Employees have a duty to the employer and those for whom you provide a service to, to follow the Whistleblowing Policy.

Concerns will be investigated and resolved as quickly as possible. If an employee or volunteer feels that the matter cannot be discussed with the Manager then we encourage them to contact the Chairperson in confidence at chair@thelenchespreschool.org.uk

External Professionals available to support Whistleblowing:



help@nspcc.org.uk or 08000280285

The Manager may also seek advice from Worcestershire LADO (Local Authority Designated Officer) Ofsted or Worcestershire Childrens First and Worcester Family Front Door.

The Police will be contacted if any child is in immediate significant risk of harm or if any concerns raised amount to a possible criminal offence.

The Lenches Pre-school does not tolerate any harassment or victimisation (including informal pressures) and will take appropriate action to protect those who raise a concern in good faith, ensuring that those who raise a concern do not suffer any personal detriment as a result of raising a concern about misconduct or malpractice within the setting.

This safeguarding policy and all procedures contained within it was adopted at a meeting of	The Lenches Pre-school Group
Held	June 2024
Reviewed and amended	June 2024
Signed on behalf of the management committee	
Name of signatory	Millie Benbow
Role of signatory and date signed	Chairperson