

Pre-School at St Saviours

Policy on Whistle - Blowing

The Public Interest Disclosure Act 2014 protects workers who 'blow the whistle' about wrongdoing. It applies where a worker has a reasonable belief that their disclosure tends to show one or more of the following offences or breaches:

- A criminal offence
- The breach of a legal obligation
- A miscarriage of justice
- A danger to the health and safety of any individual
- Damage to the environment: or
- Deliberate covering up of information tending to show any of the above

Pre-School at St Saviours strongly supports measures which protect whistleblowers from any form of victimization. Pre-School at St Saviours has a procedure to ensure that concerns are dealt with effectively and efficiently and will do all that they can to preserve the confidentiality of workers who raise such concerns.

Staff who genuinely believe that people they work with are behaving in a way that seems wrong or have a serious concern about an aspect of service will be doing their duty and acting in the public interest by speaking out.

How to raise a concern

The procedure seeks to encourage and enable individuals to disclose information through appropriate channels first, rather than going directly to an outside person or body. As a first step, concerns should normally be raised with one of the Management Team. This depends, however, on the seriousness and sensitivity of the issues involved and who is suspected of any wrongdoing. Staff can raise concerns with Public Concern at Work (PCaW) 0207 4046609 or Ofsted Whistleblowing hotline 0300 123 3155.

If a member of staff has a concern about one of the management team and feels that a third party should be involved, contact should be made to the Ofsted Whistleblowing team.

Concerns may be raised verbally or in writing. Staff who wish to make a written report are advised to set out the background and history of the concern, giving names, dates and places, where possible, and the reasons for making the disclosure. This will make the investigation easier to complete. Although a member of staff is not expected to prove beyond doubt the truth of the allegation, they will need to demonstrate that they have an honest and reasonable suspicion that malpractice has occurred, is occurring or is likely to occur.

Pre-School at St Saviours will respond to any concerns raised. In order to protect a member of staff who raises a concern and those accused of wrongdoing, initial enquiries will be made to decide whether an investigation is appropriate and, if so, what form it should take.

Concerns of allegations which fall within the scope of specific procedures (for example, conduct or discrimination issues) will normally be referred for consideration under those procedures. Some concerns may be resolved by agreed action without the need for investigation. If urgent action is required, this will be taken before any investigation is conducted. Staff will be told how the Company proposes to deal with a concern within 10 working days of the concern being brought to the Company's attention.

Confidentiality

All concerns will be treated in confidence and every effort will be made not to reveal a staff member's identity, if they so wish. However, while making all reasonable efforts to maintain the confidentiality of the matter as a whole, at a certain stage in the investigation it will be necessary to make the origin of the complaint known to the person or persons the allegations concern. All concerns raised within the remit of this procedure will be assessed to determine if the confidentiality extends to withholding the name of the complainant. There shall be a substantial reason for doing so, such as a real risk of personal harm.

Complainants should be aware however, that their identity may be revealed by inference.

Untrue allegations

The Company accepts that deciding to report a concern can be very difficult and uncomfortable if a member of staff makes an allegation in good faith, but it is not confirmed by the investigation, no action will be taken against him/her. If, however, a member of staff makes an allegation frivolously, maliciously or for personal gain, disciplinary action may be taken against them.

Ofsted Whistleblowing Hotline

Ofsted has a dedicated Whistleblowing Hotline telephone number is 0300 123 3155. It is staffed from 8am to 6pm Monday to Friday. Whistleblowing disclosures can be submitted to Ofsted by email to whistleblowing@ofsted.gov.uk or by post to: Ofsted, Piccadilly Gate, Store Street, Manchester, M1 2WD

Signed on behalf of the Partnership

October 2019

Jeanette Samuel -

Partner