

Whistle Blowing Policy



At Willows Day Care Brecon we expect all our colleagues, to be professional at all times and hold the welfare and safety of every child as their paramount objective. We recognise that there may be occasions where this may not happen, and we have in place a procedure for staff to disclose any information that suggests children's welfare and safety may be at risk.

We expect all team members to talk through any concerns they may have with their line manager at the earliest opportunity to enable any problems to be resolved as soon as they arise. You must always disclose any information where you feel our children have been or could be at risk always raise your concern rather overlooking it.

Principles of Whistle Blowing

The Public Interest Disclosure Act 1998, commonly referred to as the 'Whistleblowing Act', provides protection for employees who raise legitimate concerns about specified matters. A qualifying disclosure is one made in the public interest by an employee who has a reasonable belief that:

- a criminal offence
- child abuse
- a failure to comply with a legal obligation
- a miscarriage of justice
- a risk to someone's health and safety
- damage to the environment

An employee making a disclosure under the terms of the Act may well have to justify in a court of law that the action was taken in good faith in a genuinely-held belief that the event reported was true and that person gain was not the motivation.

Procedure

- If a staff member feels that something is perceived as unlawful, failing to comply with settings policies and procedures, poor practice or improper conduct they must go and discuss these concerns with the nursery manager at the earliest opportunity.
- In the event of a concern being raised against the nursery manager, concerns are to be raised with the manager details can be found on the notice board located in the hallway.
- If it is a safeguarding concern we will follow the safeguarding policy.
- A written record of accounts, including dates, times who involved etc shall be kept. The Whistle Blower Report form needs to be completed
- Some concerns may be resolved by a conversation with agreed action.
- Follow disciplinary procedures if necessary.
- If the whistle blower is unhappy with how the complaint has been dealt with, they should challenge the manager and or directors, expressing their opinion. If they still feel unhappy, they have the right to contact CIW regarding their concern.

CIW regional office:

Contact Number: 0300 7900 126 CIW.southwest@wales.gsi.gov.uk