|  |  |
| --- | --- |
| Pavilion Pirates Preschool  Baden-Powell Lodge,  Pavilion Road,  Off Woodhouse Lane,  Botley,  SO30 2EZ  Contact During Session:  07769177701 | ***Registered Charity:1185950***  **2001-2021**  **20 Years**  ***Registered with Ofsted***  ***Supported By***  ***small for partnership publications*** |

**1.8 Whistle Blowing Policy**

This policy should be used as a guide for Pavilion Pirates Preschool staff, including bank staff, temporary, agency, authorised volunteers or work experience students.

Pavilion Pirates Preschool is committed to providing childcare of the highest standard in a safe, secure and diverse environment with equality of opportunity for all. In line with this commitment, we expect employees and others that we deal with, to recognise a duty of care to the organisation and its learners.

If employees suspect that there is something wrong with the behaviour of one of their colleagues, their loyalty to that colleague or to the company may prevent them from reporting their suspicions. They may also fear harassment or victimisation and thus ignore their concerns rather than report them. By adopting and implementing a whistle blowing policy, Pavilion Pirates will ensure all staff have the opportunity to report any concerns in an open and transparent manner. Pavilion Pirates is fully committed to the highest possible standards of openness, probity and accountability.

Any person, who has a concern, is able to raise disclosures about wrongdoing under this policy, in order that problems can be identified and resolved quickly.

Employees raising a concern in good faith will be protected from possible victimisation under this policy as well as being protected by law. Legal protection is afforded only to employees who raise genuine concerns and not those making false or vexatious allegations.

**What is whistle blowing?**

The Public Interest Disclosure Act 1998 protects employees against detrimental dismissal as a result of any disclosure by them. Pavilion Pirate’s Whistle Blowing Policy, as set out, is in line with this Act. Whistle blowing encourages and enables employees to raise serious concerns within Pavilion Pirates Preschool in the first instance, rather than overlooking a problem or ‘blowing the whistle’ externally.

**Who does this policy apply to?**

The policy applies to all employees (including those designated as bank staff, temporary, agency, authorised volunteers or work experience) of Pavilion Pirates.

**The aim of the policy**

* To provide avenues for you to raise concerns in confidence and receive feedback on any action taken.
* To ensure that you receive a response to your concerns and that you are aware of how to pursue them if you are not satisfied,
* To reassure you that you will be protected from possible reprisal or victimisation, if you have made a disclosure in good faith.

**What types of concern are covered?**

A disclosure will qualify for protection if the concern raised relates to unlawful conduct. Specific examples include, but are not limited to:

* The breach of a legal obligation
* A miscarriage of justice
* Sexual or physical abuse
* Conduct which is an offence or a breach of law e.g., possession of drugs
* Health and safety risks, including risks to the public as well as other employees
* Working under the influence of alcohol or drugs in the workplace
* Fraud and corruption
* Damage to the environment
* Information relating to any of the above is being deliberately concealed or attempts are being made to conceal the same

For any issues involving child protection, this whistle blowing policy should be followed alongside 1.2 (a) Safeguarding Children, Young People and Vulnerable Adults.

**How to report a concern**

Initially, you should raise any concern either verbally or in writing with the Lead Practitioner. This may depend, however, on the seriousness and sensitivity of the issues involved and who is suspected of the malpractice. For example, if you believe the Lead Practitioner is involved, you should approach the Safeguarding Trustee.

If your concern is with the Trustees, it may be necessary to seek external advice or report a concern to another agency. Free confidential advice may be obtained from the NSPCC Whistle blowing Advice Line, email help@nspcc.org.uk or call them on 0800 028 0285. Advice may also be obtained from the LADO, on 01962 876364. Staff member to complete an initial LADO enquiry form (Hants.gov.uk). This will be reviewed, and if further information is required you may be asked to complete a LADO notification form. However, it is worth reiterating that Pavilion Pirates Preschool should be given the opportunity to conduct an internal investigation and resolve any concern prior to external involvement.

**Safeguards and Victimisation**

Pavilion Pirates Preschool recognise that the decision to report a concern can be a difficult one to make. Employees raising legitimate concerns have nothing to fear as you will be doing your duty to your employer and those for whom you provide a service. Pavilion Pirates Preschool will not tolerate any harassment or victimisation and will take appropriate action to protect you when you raise a concern in good faith.

**Confidentiality**

All concerns will be treated in confidence and every effort will be made not to reveal your identity if you so wish. At the appropriate time, however, you may need to come forward as a witness if the serious concern results in external force involvement.

This policy encourages you, however, to put your name to your concern whenever possible.

Please note that:

* Staff must disclose the information in good faith.
* Staff must believe it to be substantially true.
* Staff must not act maliciously or make false allegations.
* Staff must not seek any personal gain.

**Useful contacts**

**Local Authority Designated Officer (LADO) – 01962876364 or the LADO enquiry form** [**www.hants.gov.uk**](http://www.hants.gov.uk)

**NSPCC Whistleblowing Advice Line: Tel: 0800 0280285**

**email:** [**help@nspcc.org.uk**](mailto:help@nspcc.org.uk)

**Ofsted - Tel: 0300 1231231**

**email: whistleblowing@ofsted.gov.uk**

**1.8 Whistle Blowing Policy**

**This policy was adopted by Pavilion Pirates Preschool CIO**

**On 21.07.2021**

**Date reviewed Annually or as required**

**Signed on behalf of the provider**

**Name and Role of Signatory Linda Noble (Trustee/NI)**

**Signed on behalf of the provider**

**Name and Role of Signatory Helen Travers (Trustee)**

**REVIEW DATE 21.07.2026**