



Whistle Blowing Policy

Apple Blossom Nursery understands that whistle blowing is an important aspect of safeguarding where staff, volunteers and students are encouraged to share genuine concerns about a colleague's behaviour. We understand that this behaviour may not be child abuse, however the adult may not be following the code of conduct or could be pushing boundaries beyond accepted limits.

We recognise that if a member of staff, volunteer or student raises concerns about wrongdoing they are protected under the Public Interest Disclosure Act 1998. The Act 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 legal obligation,
- A miscarriage of justice,
- A danger to the environment, or
- Deliberate covering up of information tending to show any of the above.

We support measures that protect whistle-blowers from any form of victimisation. We have procedures to ensure concerns are dealt with effectively and efficiently and will do all that we can to preserve the confidentiality of the person/s who has raised a concern.

If a member of staff, volunteer or student has a concern the procedure below will be followed:

Raise concern with the Manager (This is dependent upon the seriousness and sensitivity of the concern and who is suspected of the wrongdoing).

Alternatively raise concerns with Ofsted, the Local Authority, Wiltshire Multi-agency Safeguarding Hub (MASH) or the NSPCC Whistleblowing Helpline.

Concerns can be raised verbally or in writing.

State your concerns clearly and include the background, history, names, dates and places and reason for the disclosure. When raising a concern the whistle-blower needs to demonstrate that they have an honest and reasonable suspicion that malpractice has occurred, is occurring or is likely to occur.

The Manager/Local Authority/ MASH will respond to the concern by carrying out an initial enquiry to decide if an investigation should take place.

If the concern falls within the offences/breaches as listed previously, these will be referred for consideration under those procedures.

Concerns may be resolved by agreed actions without the need for investigation.

If urgent action is required, this will be taken before any investigation is carried out.

Concerns will be dealt with within 10 working days of being raised.

All concerns will be treated with confidence and every effort will be made not to reveal staff members, volunteers or students identity. However, while making all reasonable efforts to maintain the confidentiality of the concern, at a certain stage in the investigation it will be necessary to make the origins of the concern known to the person or persons the allegations are against.

All concerns raised within the remit of the above procedure will be assessed to determine if the confidentiality extends to withholding the name of the complainant. In order to maintain their anonymity, a substantial reason for doing so would be required, such as a real risk of personal harm. The complainant should be aware however, that their identity may be revealed by inference.

We accept that deciding to report a concern can be very difficult and uncomfortable. If a member of staff, volunteer or student 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, volunteer or student makes an allegation frivolously, maliciously or for personal gain, disciplinary actions may be taken against them.

Ofsted Whistle–Blowing Hotline

Telephone: 0300 123 3155,

Email: whistleblowing@ofsted.gov.uk

Post: WBHL
Ofsted
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