



### **Whistle-Blowing Policy**

Whilst it is expected that there should always be a professional approach, and that everyone should hold the welfare and safety of every child as their paramount objective, there may be occasions where this may not happen. It is vital that all team members talk through any concerns they may have with their line manager at the earliest opportunity to enable any problems to be sorted as soon as they arise.

#### **Disclosure of information:**

Where a member of staff becomes aware of information that they reasonably believe and shows one or more of the following, they must use the nurseries disclosure procedure set out below:

- That a criminal offence has been committed or is being committed or likely to be committed.
- That a person has failed, is failing or likely to fail to comply with any legal obligation to which they are object.
- That a miscarriage of justice that has occurred, is occurring or is likely to occur.
- That the health and safety of any individual has been, is being or likely to be, endangered.
- That the environment has been, is being or likely to be damaged.
- That information tending to show any of the above is being, or is likely to be, deliberate concealed.

#### **Disclosure procedure:**

- Where it is believed that one or more of the above circumstances has occurred staff should promptly disclose this with their line manager so that any appropriate action can be taken. If it is inappropriate to make such a disclosure to the line manager (i.e. because it relates to the manager) the member of staff should speak to a member of the management team or the nursery owner.

- Staff will suffer no detriment of any sort for making a disclosure in accordance with this procedure. For further guidance in the use of the disclosure procedure, staff should speak in confidence to nursery manager/owner.
- Any disclosure or concerns raised will be treated seriously and will be dealt with in a consistent and confidential manner and will be followed through in a detailed and thorough manner.
- Any staff member who is involved in victimising staff that makes a disclosure, takes any actions to deter staff from disclosure information will be subject to potential disciplinary action which may result in dismissal.
- Failure to report serious matters can also be investigated and potentially lead to disciplinary action which may result in dismissal.
- Any line manager who inappropriately deals with a whistle-blowing issue (e.g. Failing to react appropriately by not acting in a timely manner or even disclosing confidential information) may be deemed to have engaged in a gross misconduct which could lead to dismissal.