



Whistle Blower POLICY

Circulate to all Directors, Senior Managers & Nursery Managers: January 2017

Approved by Director of Childcare & Operations:
January 2017

Next Review Date: October 2017

Child Protection

1.7 Whistle Blower



Policy Statement

At Hungry Caterpillars we want all staff to take on board their individual role and responsibility in safeguarding the children and families within the nursery and ensuring that all elements of daily practice supports the aims and vision of the company as a whole.

Whistle blowing is about raising a concern about malpractice within an organisation in confidence and without fear.

Protection

Hungry Caterpillars is an organisation committed to delivering high quality care and education, promoting organisational accountability in the workplace with protection from victimisation or punishment where they raise a genuine concern about misconduct or malpractice in the organisation. The policy is underpinned by the Public interest disclosure act 1998, which encourages people to raise concerns about misconduct or malpractice in the workplace, in order to promote good governance and accountability in the public interest. The act covers behaviour which amounts to:

- A criminal offence
- Failure to comply with any legal obligation
- A miscarriage of justice
- Danger to health and safety of an individual and/or environment
- Deliberate concealment of information about any of the above

It is not intended that this policy be a substitute for, or an alternative to the groups formal Grievance Procedure, but is designed to nurture a culture of openness and transparency within the organisation, which makes it safe and acceptable for employees and volunteers to raise , in good faith, a concern they may have about misconduct or malpractice.

How to report a concern

An employee or volunteer who, acting in good faith, wishes to raise such a concern should normally report the matter to the nursery manager who will advise the employee or volunteer of the action that will be taken in response to

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the concerns expressed. Concerns should be investigated and resolved as quickly as possible.

If an employee or volunteer feels the matter cannot be discussed with the nursery manager, he or she should contact the operations manager and/or directors for advice on what steps to follow.

A disclosure in good faith to the nursery manager will be protected. Confidentiality will be maintained wherever possible and the employees or volunteer will not suffer any personal detriment as a result of raising any genuine concerns about misconduct or malpractice within the organisation.

The Prevent Duty

The policy embraces and links in with June 2015 the prevent duty. The notification and reporting is the same for further information on this and its policy please refer to 1.16 the prevent duty