

## Safeguarding and Welfare Requirement: Suitable People

Providers must ensure that people looking after children are suitable to fulfil the requirements of their roles.

## 2.6 Whistleblowing



### Policy statement

Whistleblowing is raising a concern about malpractice within the setting. This setting is an organisation committed to delivering a high quality pre-school service, promoting organisational accountability and maintaining public confidence.

This policy provides individuals in the setting with protection from victimisation or punishment where they raise a genuine concern about misconduct or malpractice in the setting.

### Procedures

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

- Any staff member/volunteer, who has a concern about misconduct or malpractice in the setting, should first of all talk over his/her concerns with the setting manager.
- Most concerns will be resolved amicably and informally at this stage.
- If this does not have a satisfactory outcome, or if the problem recurs, the staff member/volunteer puts the concern in writing to the chair of the management committee.
- If the member of staff/volunteer feels the matter cannot be discussed with the manager or committee, he/she should contact our Early Years Advisor or Ofsted on 03001231231 for advice on what steps to follow.
- A disclosure in good faith to the manager will be protected. Confidentiality will be maintained wherever possible and the staff member/volunteer will not suffer any personal detriment as a result of raising any genuine concern about misconduct or malpractice within the setting.

### Wraparound care

The above policy also applies to those who attend any of the wraparound sessions provided by Pippin Pre-School.

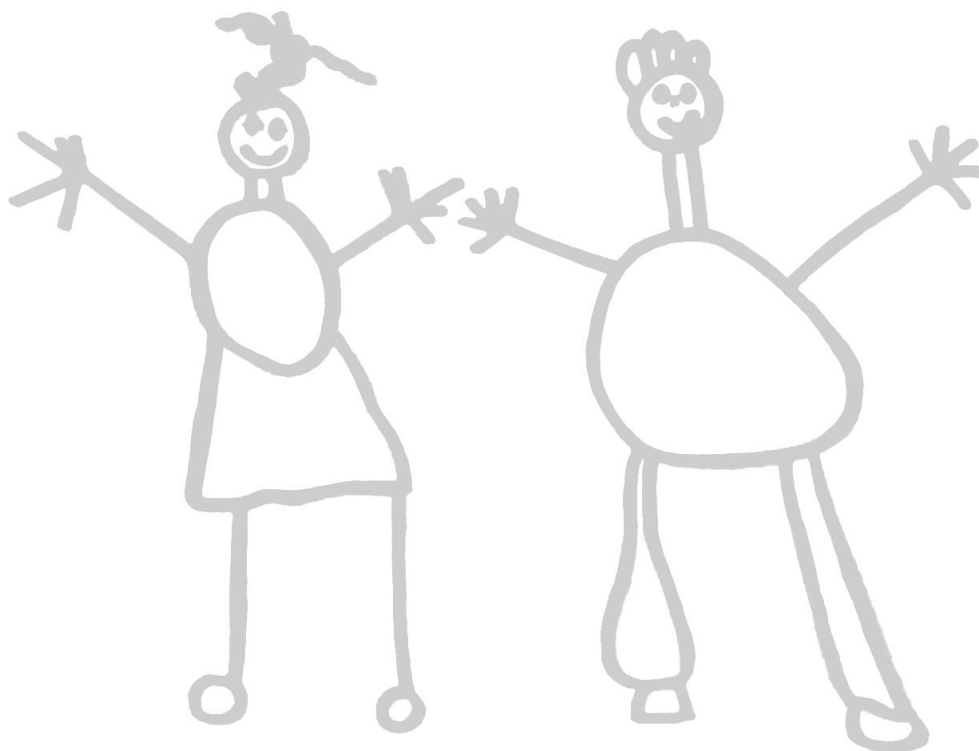
## Legal frame work

- Public Interest Disclosure Act 1998
- Data Protection Act 1998
- Human Rights Act 1998

## Further guidance

- Information Sharing: Practitioners' Guide (HMG2006)

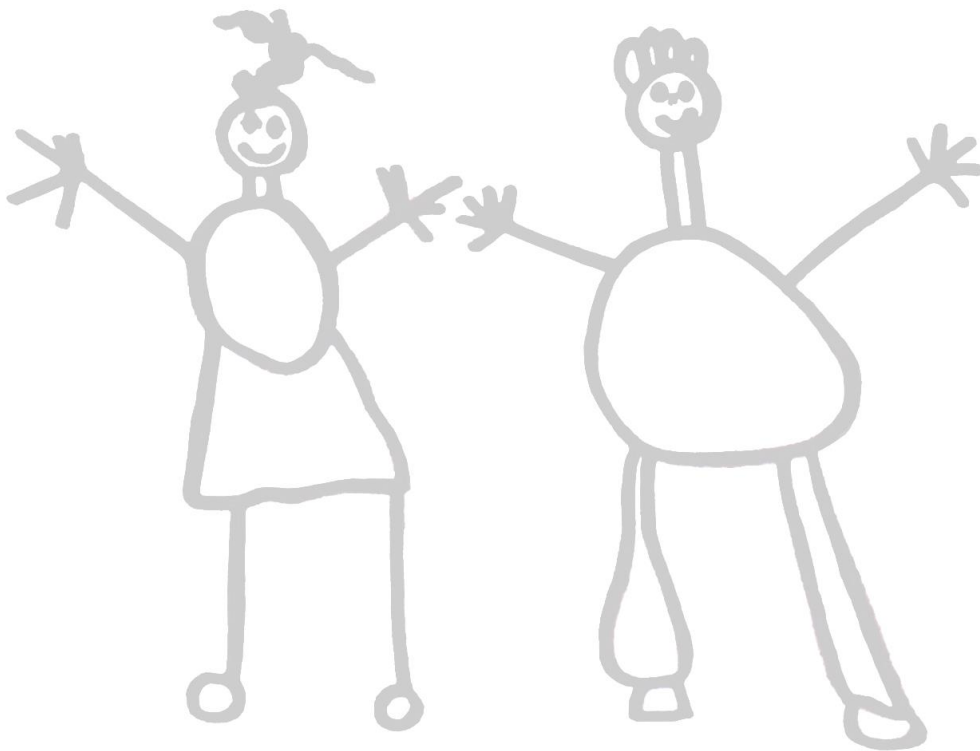
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