

Mrs Bonds Village Nursery

Whistle Blowing Policy

Mrs Bonds Village Nursery is committed to achieving the highest possible standards of service and the highest possible ethical standards in all of its practices. To help achieve these standards it encourages the freedom of speech.

The aim of this Policy is to encourage employees and others who have serious concerns about any aspect of the nursery to come forward and voice those concerns without fear of victimisation, subsequent discrimination, disadvantage or dismissal. The nursery manager operates an open door policy for all staff to enable them to express concerns at any time. Employees are often the first to realise that there may be something wrong within the nursery. 'Whistle blowing' is viewed by the Nursery as a positive act that can make a valuable contribution to the Nursery's efficiency and long-term success. It is not disloyal to colleagues to speak up.

Reasons for whistle blowing

Each individual has a responsibility for raising concerns about unacceptable practice or behaviour which makes you feel uncomfortable in terms of known standards, is not in keeping with the Nursery's Policies and Procedures, falls below established standards of practice; or is deemed improper behaviour. It is important to whistle blow to prevent a problem worsening or widening, to protect or reduce risks to others, and to prevent becoming implicated yourself

These concerns might relate to:

- conduct which is an offence or a breach of the law (a criminal offence has been committed or failing to comply with any other legal obligation),
- disclosures related to miscarriages of justice,
- racial, sexual, disability or other discrimination,
- health and safety of the public and/or other employees,
- damage to the environment,
- unauthorised use of public funds or other assets,
- possible fraud and corruption,
- neglect or abuse,
- other unethical conduct,
- breach of nursery policy

This list is not exhaustive.

How to raise a concern

- You should voice your concerns, suspicions or uneasiness as soon as you feel you can. The earlier a concern is expressed the easier and sooner it is possible for action to be taken

- Try to pinpoint what practice is concerning you and why.
- Approach someone you trust – this can be a member of the management team, DSL or a senior member of staff who you believe will respond,
- Make sure you get a satisfactory response - don't let matters rest
- Put your concerns in writing on a 'Confidential Incident Record' form, • Discuss your concerns with the Nursery Manager
- A member of staff is not expected to prove the truth of an allegation but you will need to demonstrate sufficient grounds for the concern

Action to be taken following a concern

- The Nursery Manager will undertake an investigation into your concerns and offer you support
- The LADO may be informed
- The matter may be referred and put through the Safeguarding Policy

Confidentiality

Every effort is made to protect the identity of the person raising the concern if they so wish; however, the information will be passed to those with a legitimate need to have it, and it may

be necessary for the individual to provide a written statement or act as a witness in any subsequent enquiry.

Other Options

If you do not feel like you can speak to anyone at nursery about your concerns, the NSPCC has a whistle blowing advice line, and Ofsted have a whistleblowing hotline.

Ofsted Whistleblowing Hotline: 0300 123 3155

NSPCC Whistleblowing advice line: 0800 028 0285

Policy Reviewed 25.9.25