



Whistleblowing Policy

Our aim is to provide an environment where children are happy and parents are confident leaving their children with us therefore it is important to Brereton Preschool and Playgroup that any concerns regarding safeguarding children, fraud, misconduct or wrongdoing by employees or people engaged in the organisation's business, is reported and properly dealt with. We therefore encourage all individuals to raise any concerns that they may have about the conduct of others in the setting or the way in which the setting is run.

Brereton Playgroup and Pre-School recognises that effective and honest communication is essential if malpractice is to be effectively dealt with and the organisation's success ensured. We are committed to the highest standards of openness, integrity and accountability and an important aspect of this is transparency, and whilst we believe that it is a fundamental term of every contract to be faithful to an employer and never disclose confidential information, we also believe any information of serious malpractice or wrongdoing within the group should be disclosed without fear of reprisal.

Whistleblowing relates to all those who work with or within the setting who may from time to time think that they need to raise with someone in confidence certain issues relating to the organisation.

Whistleblowing is separate from the grievance procedure. If you have a complaint about your own personal circumstances you should use the normal grievance procedure. If you have a concern about malpractice within the organisation then you should use the procedure outlined below.

Report any concerns to your supervisor. If this is not possible, then report your concerns to the Chair of the Pre-School Committee.

All employees and those involved with the setting are made aware of the importance of preventing and eliminating wrongdoing within the organisation. They watchful for illegal, inappropriate or unethical conduct and report anything of that nature which they become aware of.

Any matter raised under this procedure will be investigated thoroughly, promptly and confidentially, and the outcome of the investigation will be reported back to you.

You will not be victimised for raising a matter under this procedure. This means that your

continued employment and opportunities for future promotion or training will not be prejudiced because you have raised a legitimate concern.

Victimisation of an individual for raising a qualified disclosure will be a disciplinary offence. If misconduct is discovered as a result of any investigation under this procedure the settings disciplinary procedure will be used, in addition to any appropriate external measures.

If you make a maliciously, vexatious or a false allegation then this will be considered to be a disciplinary offence and disciplinary action will be taken against you.

An instruction to cover up wrongdoing is itself a disciplinary offence. If you are asked not to raise or pursue any concern, even by a person in authority such as a manager, you should not agree to remain silent. In this event you should report the matter to the Chair of the Committee.

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