

Whistle Blowing Policy

At Bierton Pre School we expect all our colleagues/staff, both internal and external, to be professional at all times. The welfare and safety of everyone is our paramount objective.

It is vital that if anyone, staff or parents, have any concerns at all, they talk it through with Bierton Pre School Manager **Katie Bryans** or the Deputy Manager **Nicky Elmes**, this should take place at the earliest opportunity to enable any problems to be resolved as soon as they arise.

Alternatively, Bierton Pre School Chairperson **Sarah Hearn (07909 746146)** can be contacted.
Email: chairbiertonpreschool@hotmail.com

Disclosure of information

If you become aware of information which you reasonably believe shows any of the following, you **MUST** use the disclosure procedure set out below:

- A criminal offence has been committed or is being committed or is likely to be committed.
- A person has failed, is failing or is likely to fail to comply with any legal obligation to which they are subject to, e.g. EYFS.
- A miscarriage of justice has occurred, is occurring, or is likely to occur.
- The health or safety of any individual has been, is being, or is likely to be, compromised.
- The environment, has been, is being, or is likely to be, damaged.
- Information that shows any of the above, is being, or is likely to be, deliberately being concealed.

Disclosure procedure

- If this information relates to a child then the pre school safeguarding policy should be followed.
- Where you reasonably believe any of the circumstances listed above has occurred, you must disclose this to the manager **KATIE BRYANS (07740 486880)** or deputy manager **NICKY ELMES** immediately, so that appropriate action can be taken.
- If it is inappropriate to make such a disclosure to either of the above people because it relates to them you should contact the Chairperson **Sarah Hearn (07909 746146)**, **email: chairbiertonpreschool@hotmail.com**
- All allegations against staff must be reported to Ofsted and to the LADO (Local Authority Designated Officer) by the Manager/Deputy Manager within 24 hours. Contact details below.
- Employees will suffer no detriment of any sort for making a disclosure in accordance with this procedure.
- Any disclosure or concerns raised will be treated seriously and will be dealt with in a consistent, prompt and confidential manner.
- Failure to report serious matters will be investigated and potentially lead to disciplinary action which may result in dismissal.
- Any management employee who inappropriately deals with a whistle blowing issue e.g. failing to react appropriately, may be deemed to have engaged in gross misconduct which could lead to dismissal.

Local Authority Designated Officer - 01296 382070

Email: secure-LADO@buckscc.gov.uk

Alison Terry 01296 387147 (Designated Manager for Allegations in the Childcare Workforce)

Joe Cook 01296 387111 (Deputy Manager)

This policy was adopted by the Bierton Pre School Committee

Date: **11th March 2019**

Signed:.....

Name: **SARAH HEARN**

Role of signatory: **CHAIRPERSON**

Signed, all staff: