



Old Court Community Pre-School

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Whistleblowing Policy

The purpose of a whistleblowing policy is to act as an instrument of good governance and to promote a culture of openness within the organisation. Whistleblowing can play an important role in deterring and detecting malpractice and building public trust.

The essence of a whistleblowing policy is to ensure that staff can bypass direct line management in the event of any areas of major concern such as child abuse. They can also feel that they can take the concern to an external agency if they feel their initial concern has not been taken seriously or if they feel the management are of concern.

- Old Court Community Pre School takes allegations of malpractice, such as child abuse seriously. It is important that an employee is taken seriously in their concerns; especially regarding another employee and that they are not seen as taking a dislike or grievance out on the person.
- Staff are encouraged to discuss areas of concern with either the Pre School Manager or a member of the Management Committee. However if they feel they are not being taken seriously they have every right to seek advice from an external agency such as social services or OFSTED.
- If a staff member raises a concern with the management it will be taken seriously and treated confidentially.
- It is a disciplinary procedure to victimise a genuine whistleblower and for someone to also make a false allegation.
- For a disclosure to be protected the whistleblower must make the disclosure in good faith and must be able to show some substantive evidence for their concerns

This policy was adopted by Old Court Community Pre-school

On: 30/06/2020

Date to be reviewed: July 2021.

Signed on behalf of Old Court Community Pre-school

Name of signatory: Hannah Carter

Role of signatory: Chairperson