



## Safeguarding Children: Whistleblowing

### Policy Statement

“Effective whistleblowing arrangements are a key part of good governance. A healthy and open culture is one where people are encouraged to speak out, confident that they can do so without adverse repercussions, confident that they will be listened to, and confident that appropriate action will be taken. This is to the benefit of organisation, individuals and society as a whole.” (Report by the Whistleblowing Commission, 2013)

Whistleblowing law is located in the Employment Rights Act 1996 (as amended by the Public Interest Disclosure Act 1998). It provides the right for a worker to take a case to an employment tribunal if they have been victimised at work or they have lost their job because they have ‘blown the whistle’.

Village Montessori Nursery School gives the right for all members of staff to report any suspected misconduct, illegal acts or failure to act within the setting. The objective of this policy is to encourage all members of staff and others to feel confident in raising serious concerns at the earliest opportunity and to question and act upon concerns and practices, and to ensure that they receive a response to the concerns and how to pursue them if not satisfied, and reassuring all members of staff that they will be protected from possible reprisals or victimisation in good faith.

Designated Safeguarding Lead (DSL):

**Kwai Fong Purchase**

### Procedure or Protocol:

- During the staff induction, the manager or designated safeguard lead will share this whistleblowing policy with the new member of staff, ensuring they understand that their whistleblowing act is lawful and
- We are using the following Four steps process for any concerns raised by any whistleblower: 1) Get Evidence ... 2) Presenting the Evidence... 3) Designated Safeguarding Lead or manager Investigation... 4) The decision
- The Designated Safeguarding Lead (DSL) will liaison with the whistleblower to present any evidence relating to a concern, then an investigation will be in place by the DSL
- DSL will update the decision to the whistleblower

This policy was adopted and practiced at	<b>Village Montessori Nursery School Ltd</b>
Effective date	July 2021
Review date	July 2022
Name of the manager who prepared	Mrs Kwai Fong Purchase
Read and acknowledge by member of staff	Cristina (Deputy), Vicky, Svitlana (Room Leader), Magdalena

Useful link:

<http://learning.nspcc.org.uk>

<http://assets.publishing.service.gov.uk>

<http://www.gov.uk/whistleblowing>