



# Whistleblowing Policy

Reviewed date: January 2024

At Bidborough Village Nursery School, we uphold the highest standards and recognise the importance of whistleblowing in maintaining these standards. This policy is designed to support and protect staff, students, volunteers, and children by providing clear guidance on raising concerns.

## Introduction

We acknowledge that our staff, students, and volunteers are crucial in identifying and reporting malpractice or wrongdoing within the nursery. Concerns about practices, conduct, or any other malpractice should be reported without fear of reprisal or victimisation. Following the Public Interest Disclosure Act 1998, we ensure protection for whistleblowers acting in good faith.

## Objective

- To safeguard the welfare of children in line with the Early Years Foundation Stage requirements.
- To enable staff, students, and volunteers to report concerns without fear of reprisal.
- To ensure that all concerns are treated seriously and confidentially.
- To maintain our commitment to the highest possible standards of care and education.

## Scope

This policy covers all forms of malpractice, including but not limited to:

- Unlawful activities
- Failure to comply with legal obligations or nursery policies
- Poor practice or conduct
- Actions that endanger the welfare of children

## Principles

- All nursery members have the right and responsibility to report concerns.
- The nursery will protect whistleblowers from harassment or victimisation.
- Confidentiality will be maintained, but in certain cases, identities may need to be disclosed in accordance with legal requirements.
- Malicious allegations will be viewed as a disciplinary offence.

## Procedures

- Concerns should be reported to the nursery manager or management committee, preferably in writing.
- The nursery will take all concerns seriously, ensuring they are investigated promptly and thoroughly.
- Feedback will be provided to the whistleblower on the investigation's outcome.
- If not satisfied with the nursery's response, whistleblowers have the right to take their concerns to Ofsted.

## Investigation

- Most concerns will be investigated internally unless they involve allegations of abuse or unlawful activity.
- A written response will be provided within ten working days, detailing the investigation's conclusions and any further action.
- If the investigation requires more time, an interim response will indicate the progress made and the estimated completion time.

## Raising a Concern

- Concerns should be detailed, providing background, names, dates, and places where possible.
- If unable to write down concerns, staff are encouraged to speak directly to the nursery manager or a management committee member.

**Who should you contact?** You should contact one of the following people in confidence:

- The owner: Kenarik Esraeilyan: 07948804920
- Setting Manager: 07517145731

## Protection and Support

- The nursery commits to protecting and supporting those who raise concerns in good faith.
- We will provide appropriate advice and support throughout the process.

## Updating Regulations

- This policy will be reviewed regularly to ensure compliance with current legislation and best practices, including updates to relevant acts and regulations.