

Whistleblowing Policy

Employees are often the first to realise that there may be something wrong within their setting. However, they may not express their concerns because they feel that speaking up would be disloyal to their colleagues. They may also fear harassment or victimisation as a result of speaking up. In these circumstances, it may be easier to ignore the concern rather than report what may be just suspicion of malpractice and wrongdoing at work.

At Braunston Preschool CIO we are committed to the highest possible standard of openness. We encourage employees and others with genuine concerns about any person linked with the setting and/or others (e.g. parents/carers) to come forward and voice those concerns. This policy document makes it clear that employees, parents/carers and others can voice ANY concerns without fear of reprisals.

The whistleblowing policy is intended to encourage and enable employees and others to raise such concerns should they occur at Braunston Preschool CIO rather than overlooking the problem. Any concerns should be taken to the DSL and discussed.

We will follow all legal framework for guidance when it comes to 'whistleblowing'. The public interest disclosure act 1998, commonly known as the 'whistleblowing act'. This act gives employees who raise concerns protection from backlash.

