



Adventure Pre-School – Whistleblowing Policy

Whistleblowing is an important way to ensure accountability and transparency of Adventure as a childcare provider. This policy serves to protect individuals within the workplace from victimisation or punishment if they raise a genuine concern about misconduct or malpractice in the setting.

Any member of staff or member of a child's family, who acting in good faith, wishes to raise a concern should report the matter to a member of the Management Team. This will either be dealt with through a complaint procedure or a grievance procedure and may involve disciplinary or safeguarding procedures dependent on the situation.

A disclosure in good faith to the Management Team will be dealt with confidentially and anyone whistleblowing must not suffer any personal detriment as a result of raising a genuine concern about misconduct or malpractice in the setting.

Adventure recognises that the decision to report a concern can be a difficult one to make, not least because of fear of reprisal. The pre-school will act to protect those raising concerns in good faith. It will not tolerate any resulting harassment or victimisation including informal or indirect pressures and will treat this as a serious disciplinary offence.

If an allegation made in good faith, on investigation is not confirmed, no reprisals will be taken. If, however, allegations are found to be malicious then disciplinary action may be taken.

All allegations should be in writing as well as in person to create an audit trail. Those whistleblowing will not be identified unless this has been discussed with the whistleblower and in serious cases including police involvement.

If required, an investigation will take place immediately and the findings of this investigation will be reported back to the whistleblower confidentially. It is hoped that any concluding actions to a concern raised will create a satisfactory outcome. This outcome may lead to further investigation or action discussed between the whistleblower and the setting management. If the whistleblower remains concerned after this further action then this can be raised with the Local Authority Designated Officer (LADO) or Ofsted.