



Whistleblowing is raising a concern about misconduct or malpractice within an organisation.

This policy provides staff, students, volunteers and visitors with protection from victimisation or punishment where they raise a genuine concern about misconduct or malpractice within the setting.

Our setting is committed to delivering a high quality service which is accountable and maintains public confidence.

Our setting will not accept or condone any behaviour by staff or other adults associated with the setting that is contrary to the setting's aims and objectives, policies and procedures.

The policy is underpinned by the Public Interest Disclosure Act 1998, which encourages people to raise concerns about misconduct or malpractice in the workplace, in order to promote good governance and accountability in the public interest. The Act covers behaviour, which amounts to:

- A criminal offence
- Failure to comply with any legal obligation
- A miscarriage of justice
- Danger to health and safety of an individual and/or environment
- Deliberate concealment of information about any of the above.

This policy does not replace the setting's Complaints Policy but is designed to nurture a culture of openness and transparency within the setting, which makes it safe and acceptable for staff, students and volunteers to raise, in good faith, a concern they may have about misconduct or malpractice, by ensuring that:

- Staff, students, volunteers and visitors are encouraged to report any instances of unsatisfactory practice that they observe at the setting.
- Staff, students, volunteers are encouraged to discuss any concerns they have at staff supervision meetings, appraisals etc.
- An open door policy exists for all staff to enable them to express concerns at any time.

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Any member of staff, student, volunteer or visitor who wishes to raise such a concern should normally in the first instance report the matter to the Principal who will advise of the action that will be taken in response to the concerns expressed. Concerns should be investigated and resolved as quickly as possible (within 28 days).

If a member of staff, student, volunteer or visitor feels the matter cannot be discussed with the Principal, he or she should contact their Early Years Consultant or OFSTED on 0300 123 1231 for advice on what steps to follow.

Please see our Safeguarding Policy which will be followed in the event of any safeguarding concerns.

Signed for and on behalf of Foxglove Montessori Nursery

Lindsey Harvey (Principal) :

Date :

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