

WHISTLEBLOWING POLICY (September 2023)

Policy statement

It is important that all staff at Riding Mill Outdoor Preschool (RMOP) feel able to raise concerns, as advised by 'The Freedom to Speak Up' review, by Sir Robert Francis QC, Feb 2015. This enables a safe and efficient service for families to be maintained.

RMOP is committed to listening to staff, learning any lessons and improving our service. This policy aims to encourage a free and open culture within our organisation.

Examples of unacceptable behaviour (malpractice) that would justify whistleblowing:

- Abuse of a child or vulnerable person.
- A child, parent, employee or volunteer has been put at risk of harm.
- Unsafe working practices.
- A failure to comply with statutory and legal obligations.
- A criminal offence has or is about to be committed.
- A miscarriage of justice.
- The use of unsafe equipment.
- Falsification of financial records.
- Bribery and or corruption has or is about to take place.
- Covering up wrong doing or malpractice.
- Concealment of any of the above.

It is not necessary that you prove the malpractice or misconduct which is alleged, rather you must raise a reasonable suspicion.

Procedures

Staff will not be victimised in any way for raising a concern.

In most cases, raising concerns internally with the Preschool Leader is the most appropriate course of action. If this is not appropriate, concerns should be raised with Carole Smith (Preschool Chair). If this is not appropriate, OFSTED should be contacted.