



All Saints Nursery School

Whistleblowing Policy

Date written: [November 2022](#)

Date of last update: [October 2023](#)

Date agreed and ratified by [Trustees, November 2023](#)

Date of next full review: [November 2024](#)

Whistleblowing Policy

All Saints Nursery School

Background

Whistleblowing can occur when an employee raises a concern about dangerous, unlawful or illegal activity that they are aware of through their work.

Whistleblowing is relevant to all organisations and all people. This is because every business and every public body faces the risk of things going wrong internally. Where such a risk arises, usually the first people to realise or suspect the wrongdoing will be those who work in or with the organisation.

Who does this Whistleblowing Policy apply to?

Our policy applies to all permanent employees and to volunteers and students while they are at the Nursery. You are not required to have worked at the Nursery for a minimum amount of time and can use the procedure even if you are new.

What is covered by our Whistleblowing Policy?

If you disclose a concern which, in your honest, reasonable belief, suggests that a wrongdoing has been committed, is being committed or is likely to be committed, you can report this by following the correct processes, and your employment rights are protected (PIDA).

For example, if you believe The Nursery is committing a criminal offence and you decide to 'blow the whistle' you are protected, and The Nursery cannot victimise you (e.g., by not offering you a promotion or other opportunities we would have otherwise offered).

Whistleblowers are protected for public interest, to encourage people to speak out if they find malpractice in an organisation or workplace. Malpractice includes (but is not limited to) improper, illegal or negligent behaviour by anyone in the workplace.

Our policy additionally covers any conduct not included above which appears likely to harm the reputation of the Nursery.

When to call

If you have any concerns about a child in your workplace you should raise this with your employer or organisational safeguarding lead in the first instance.

You should call the Whistleblowing Advice Line if:

- your organisation doesn't have clear safeguarding procedures to follow
- you think your concern won't be dealt with properly or may be covered-up
- you've raised a concern, but it hasn't been acted upon
- you're worried about being treated unfairly.

You can call about an incident that happened in the past, is happening now or you believe may happen in the future.

What to expect when you call

One of our call handlers will connect you with a trained practitioner.

They will discuss your concerns with you and:

- talk you through the whistleblowing process
- take details of your concern
- explain the protection available to you if you need it
- get relevant agencies and authorities to take action on your concern.

You don't have to tell us who you are if you don't want to - you can remain anonymous. If you do give us your name and contact details, you can ask us not to share these with other agencies.

What the law says about whistleblowing

If you disclose information about wrongdoing the law protects you from being treated unfairly or losing your job.

A disclosure qualifies for protection if you are a worker, and you disclose something about an organisation.

A disclosure must be about something that affects the general public such as:

- a criminal offence has been committed, is being committed or is likely to be committed
- a legal obligation has been breached
- there has been a miscarriage of justice
- the health or safety of any individual has been endangered
- the environment has been damaged
- information about any of the above has been concealed.

This is set out in the Public Interest Disclosure Act 1998. The Act applies to England, Scotland and Wales. For more information about child protection across the UK see our pages on reporting concerns in England, Northern Ireland, Scotland and Wales

The NSPCC has been a prescribed whistleblowing body for child welfare and protection since 2014 (Department for Business, Innovation and Skills, 2016). This means any worker who has child protection or welfare concerns can make a disclosure to us and we can seek to protect them against unfair treatment at work.

You can find out more about whistleblowing on the GOV.uk website.

Contact the Whistleblowing Advice Line

Call 0800 028 0285

Email help@nspcc.org.uk