



## Whistleblowing Policy

Whistleblowing is very different from a **complaint** or a **grievance**. The term 'whistleblowing' generally applies when you are acting as a witness to misconduct or malpractice that you have observed and which threatens other people.

'Whistleblowing' is when a worker reports suspected wrongdoing at work. Officially this is called 'making a disclosure in the public interest'. A worker can report things that aren't right, are illegal or if anyone at work is neglecting their duties, including:

- someone's health and safety is in danger
- damage to the environment
- a criminal offence
- the company isn't obeying the law (like not having the right insurance)
- covering up wrongdoing

The staff (whistleblower) reporting the malpractice or illegal act should speak with the Manager or Owner so an investigation can be undertaken, and the matter resolved internally. If this is not appropriate or the whistleblower is not satisfied with the outcome of the investigation, then they should contact Ofsted's Whistleblower Hotline either by telephone or e-mail (see below).

If you are worried at any stage about how to raise your concern, you should always seek independent advice at the earliest opportunity. This may be to check who may be best placed to deal with your concern or simply to talk the matter through in confidence first and discuss how to raise your concern. You can do this through your union or professional body or the independent whistleblowing charity Protect (previously known as Public Concern at Work) see below for contact details.

If your concern is about an immediate or current risk to an individual child or children, it is important that you follow the child protection procedures. The NSPCC can also be contacted in these instances – see below for contact details.

A staff member can't be dismissed because of whistleblowing. If they are, they can claim unfair dismissal - they'll be protected by law as long as certain criteria are met.

### Useful Numbers

**Ofsted's** dedicated Whistleblowing Hotline 0300 123 3155 (Monday to Friday 8am to 6pm) or by e-mail [whistleblowing@ofsted.gov.uk](mailto:whistleblowing@ofsted.gov.uk) or by

post to: WBHL, Ofsted, Piccadilly Gate, Store Street, Manchester, M1 2WD

**NSPCC** – Tel: 0800 028 0285, email: [help@nspcc.org.uk](mailto:help@nspcc.org.uk) or fill in their online form.

<https://www.nspcc.org.uk/keeping-children-safe/reporting-abuse/dedicated-helplines/whistleblowing-advice-line/>

**Protect** - Tel: 020 3117 2520 (Mon, Tues & Thurs 9.30am to 1pm, 2pm to 5.30pm, Wed & Fri 9.30am to 1pm)

Early Years Alliance National Centre Tel 020 7697 2500

Reviewed 26<sup>th</sup> July 2024

To be reviewed annually