The Meadows
Cheeky Chimps Childcare

Whistleblowing policy

Introduction

The whistle-blowing policy is intended to cover other serious concerns which fall with the Public Interest Disclosure Act 1998. We are committed to running The Meadows with honesty and integrity and within the restraints of the law. As such whilst legislation protects you from suffering a detriment at work if you take a matter to a relevant outside body, we would hope that you would feel able to bring any concerns you may have to the attention Gemma Farrar the Manager/Owner of The Meadows Nursery.

Whistle Blowing is the everyday term used to describe a disclosure made to someone in authority alleging corruption, malpractice, or wrongdoing on the part of another person. In employment whistle blowing refers to an employee ("whistle blower") making a disclosure about a colleague's conduct in the course of employment, or about employer's practices.

The Legal Position

Employees and workers who make a 'protected disclosure' are protected from being treated badly or being dismissed because of making the disclosure. The Act offers protection to any person who makes a disclosure relating to the following serious offences: -

- criminal offences,
- risks to health and safety,
- failure to comply with a legal obligation,
- a miscarriage of justice,
- environmental damage, and
- abuse of a child.

For a disclosure to be protected it must be made to an appropriate body. For example, disclosing a health and safety issue to the Health and Safety Executive is likely to be protected, but not if the concern was disclosed to the media. The raising of a concern will be covered by this policy provided you have a reasonable belief that the disclosure is made in the public interest.

Procedure

We are committed to the highest possible standards of operation. In line with that commitment, we encourage you to consider raising the matter with the DSL OR DDSL before taking the matter to an outside body. We will take all such concerns seriously and any individual raising legitimate concerns under this policy will not be subjected to any detriment. All such concerns raised will be thoroughly investigated and appropriate action taken accordingly **(Please refer to the complaints policy)**

Reporting

Stage 1 – Report to your Designated safeguarding lead or Deputy safeguarding lead.

Stage 2 – if not satisfied with the action or response, escalate to the Nursery manager/owner explaining the concern and why you feel unsatisfied.

Stage 3 -Whistle blow to Ofsted's Official whistleblowing number 03001231231*(or you can whistle blow to the NSPCC and LADO). Please also refer to our safeguarding policy for further whistleblowing information.*

Safeguarding Complainants

We recognise that the decision to report a concern can be a difficult one to make and we will support you during the process. We will not tolerate any harassment or victimisation (including informal pressures) and will take appropriate action to protect you when you raise a concern to us in good faith **(Please refer to the nursery Harassment and Bullying policy).**

Every effort will be made to keep the identity of the whistle blower who makes a disclosure under this policy confidential, at least until a formal investigation is under way.

To ensure that a fair investigation can take place the whistle blower will also be expected to keep the fact that they have raised a concern, the nature of the concern and the identity of those involved confidential. It may be that during an investigation, disciplinary or legal proceedings that the setting no longer maintains the whistle blower's confidentiality. If that does occur, then the setting will endeavour to notify the whistle blower in advance.

Untrue Allegations

If you make an allegation, but it is not confirmed by the investigation, no action will be taken against you. If, however, you make an allegation maliciously, vexatious, or for personal gain, legal action may be taken.

- **Employees** will be subject to disciplinary action and dependent upon the circumstances, this may be treated as Gross Misconduct.
- Parents or carers may have their child's place terminated without notice or refund.

Gemma Farrar 14.9.2026

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The Meadows
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