



Whistle Blowing Policy

At Farthing Wood Private Day Nursery we believe in Confidentiality at all times. Any information received by Farthing Wood, whether referring to staff or children, will **NOT** be disclosed, unless a child or member of staff is considered to be at risk.

Public Interest Disclosure Act 1998 also known as Whistleblowing

The aim of this Policy is to protect any person who works or attends Farthing wood Nursery from any unnecessary back lash, regarding any confidential matter that may arise. Staff are encouraged to share any concerns regarding colleagues behaviour, not always related to child abuse, but in itself a cause for concern.

An example of this would be for a staff member to have issues/ concerns regarding a working matter. This matter may involve another staff member, managers, children or Parents/ relatives attending Farthing wood. The concerns may be raised with somebody appropriate, having the confidence to know that the issues will not jeopardise their position/ role at Farthing wood nursery and will be taken seriously. All matters of concern will be investigated thoroughly and any evidence will be recorded. The correct Disciplinary procedure will be followed if necessary.

Regarding a serious matter being raised the managers will follow the correct procedure, depending on the type of issue and resolve the matters of concern as soon as possible. The correct Disciplinary procedure will be followed if necessary.

Any issues may be discussed with:
Adele Carney - Manager & Behaviour manager
Claire Westwood – Nursery Proprietor
Emma Hand - Nursery Proprietor.

If employees feel it is necessary to contact Ofsted regarding the concerns raised, due to the safeguarding of children and young people then there are three ways to contact them.

The whistleblower hotline is:

Call: 0300 123 3155

Email: whistleblowing@ofsted.gov.uk.

Address: WBHL

Ofsted
Piccadilly Gate
Store Street
Manchester
M1 2WD

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