



Whistle Blowing Policy

Definition: Whistle Blowing is raising a concern about malpractice within an organisation.

Statement of intent:

Be Happy Preschool takes great care to treat each individual as a person in their own right. Be Happy is committed to delivering a high-quality service, promoting accountability and maintaining public confidence.

This policy provides individuals in the Preschool with protection from victimisation or punishment when they raise a genuine concern about misconduct or malpractice in the setting.

Discrimination on the grounds of sex, race, religion, colour, creed, marital status, ethnic or national origin, age, ability or political belief, has no place within this Preschool.

Links to Legislation:

The policy is underpinned by the Public Interest Disclosure Act 1988, which encourages people to raise concerns of the above in the work place, in order to promote good governance and accountability in the public interest. The Act covers different behaviours, which amount to:

- A criminal offence
- Failure to comply with any legal obligation
- A miscarriage of justice
- Danger to health and safety of an individual and/or environment
- Deliberate concealment of information about any of the above

Service Provision:

It is not intended that this policy be a substitute for, or an alternative to Be Happy formal complaints procedure.

It is designed to nurture a culture of openness and transparency within the Preschool, which makes it safe and acceptable for employees and volunteers to raise a concern they may have about misconduct or malpractice in good faith, with no repercussions to them.



Our prime responsibility is to Safeguard and promote the welfare and well being of all children in our care. As such we have a duty of care to these children and act quickly and responsibly in any instance that may come to our attention. Therefore all suspicions and allegations of abuse will be taken seriously and responded to swiftly and appropriately.

An employee or volunteer who, acting in good faith, wishes to raise such a concern should normally report the matter to the safeguarding officer. Once reported the employee will be advised of the action that will be taken in response to the concerns expressed.

All concerns will be investigated and resolved as quickly as possible. If an employee or volunteer feels the matter cannot be discussed with the Manager or Safe Guarding Officers, they should take the matter to the Preschool Managing Director **Hellen or Julie**.
info@behappypreschool.co.uk

Should any person believe that this policy is not being totally complied with, it is their duty to bring the matter to the attention of the manager at the earliest opportunity.

All children whatever their age, culture, disability, gender, language, racial origin, religious beliefs and or sexual identity have the right to be protected and safe from abuse. (Children Act 1989).

A disclosure in good faith to any of the named above will be protected. Confidentiality will be maintained at all times wherever possible and the employee or volunteer will not suffer any personal detriment as a result of raising any genuine concern about misconduct or malpractice within Be Happy Preschool.

This policy is also designed to help employees or volunteers feel that they can approach any other member of staff no matter what their job role is within the setting, if they feel any procedure, policy or Preschool duty is being neglected. As with the above disclosures these are also in good faith and that any employee or volunteer will not have any repercussions from carrying out this policy.

Be Happy is a small Preschool so therefore it is paramount to have an 'Open door' policy to the office and to disclose such information to the designated Officers. Be Happy endeavours to commit to a transparent, open culture, where all are equal.

Links to legislation:

Public Interest Disclosure Act 1988
Children Act 1989, 2004
Age Discrimination Act 2006
Human Rights Act 1998
The Equality Act 2006
Disability Discrimination Act 1995, 2005
Crime and Disorder Act 1998



Be Happy Preschool
St. Paul's Church
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Protection of Children Act 1999
Sex Discrimination act 1976, 1986
Special Educational Needs Code of Practice 2001
Public Order Act 1986
Race Relations (amendment) Act 2000

Links to policies

Safeguarding children
Complaints
Safe Guarding
Staffing and employment

Links to EYFS

This policy was adopted by	Be Happy Preschool
On	<hr/> 20/04/2016
Date reviewed	<hr/> 05/02/2019
Signed on behalf of the provider	<hr/> Hellen Lawuo-Meena
Name of signatory	<hr/> Joanne Poole
Role of signatory (e.g. chair, director or owner)	<hr/> Manager
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