

At the Woodhall Farm Pre-School we are committed to delivering a high quality Pre-school service promoting organisational, accountability and maintaining public confidence. This policy provides individuals in the Pre-School with protection from victimisation or punishment where they raise a genuine concern about misconduct or malpractice in the Woodall Farm Pre-School.

The policy is underpinned by the public interest disclosure Act 1998 which encourages people to raise concerns about misconduct or malpractice in the workplace in order to promote good governance and accountability in the public interest. The Act covers behaviour which amounts to

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

It is not intended that this policy be a substitute for or an alternative to the formal grievance procedure but is designed to nurture a culture of openness and transparency within the Woodhall Farm Pre-School which makes it safe and acceptable for employees and volunteers to raise in good faith a concern that they may have about misconduct or malpractice. An employee or volunteer who is acting in good faith who wishes to raise such a concern would normally report the matter to the Pre- School Leader who will advise the employee or volunteer of the action that will be taken in to the concerns expressed. Concerns will be investigated and resolved as quickly as possible. If an employee feels that the matter cannot be discussed with the Pre- School leader, he or she should contact OFSTED or NSPCC

- Call on 03001233155 Monday - Friday for advice on what steps to follow.
- Email at whistleblowing@ofsted.gov.uk
- Or write to

WBHL
Ofsted
Piccadilly Gate
Store Street
Manchester
M1 2WD

NSPCC
Weston House, 42 Curtain Road
London
EC2A 3NH
08088005000

A disclosure in good faith to the Pre-school Leader will be protected. Confidentiality will be maintained 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 with in the Pre School.

New policy developed by The Woodhall Farm Pre-school 01/04/2021
The Woodhall Farm Pre-school

Mrs A, Kukoyi
Pre-School Manager

Mrs S. Pomroy
Deputy Pre-School Manager