



Waltham Pre-School

Whistle Blowing

Policy Statement

This policy applies to all employees (including volunteers or work experience) and enables them to raise concerns within our setting rather than overlooking a problem.

Concerns Covered

- Disclosures related to miscarriages of justice.
- Health and safety risks, including children's parents and other employees.
- Damage to the environment.
- Possible theft.
- Sexual, physical, or mental abuse to children or other employees.
- Other unethical conduct.

Your first step is to raise concerns either verbally or in writing with the managers. If you believe the management is involved in abuse issues, the Directors should be informed, OFSTED can also be contacted directly. Concerns will be treated in confidence and every effort will be made not to reveal your identity; however you may need to come forward as a witness.

We recognise that the decision to report a concern can be a difficult one to make. However, if what you are saying is true, you should have nothing to fear because you will be doing your duty to your employer and the families we serve. Appropriate action will be taken to protect you when you raise a concern in good faith.