

## Whistle Blowing Policy - Staff

Marshalswick Pre-School is committed to ensuring an environment of openness and accountability. It is expected that all employees, students and any other adult associated with Marshalswick Pre-School who have serious concerns, to come and voice them to either the Nursery Manager Saira Malik or Nita Patel without any fear of reprisal. Ofsted whistle blowing hotline 0300 123 3155 or Email [whistleblowing@ofsted.gov.uk](mailto:whistleblowing@ofsted.gov.uk)

The policy takes into account the provisions of the public Interest Disclosure Act 1988 which will protect staff that raise concerns and feel they have been unlawfully treated as a result of 'whistle blowing'.

### Aims

The aim of the policy is to create safe and confidential avenues for staff and users of Marshalswick Pre-School and Nursery to raise and receive feedback and will result in :

- ✓ Enhanced awareness of how to express concerns on any suspicions of bad practice.
- ✓ Recognise there is a system in place to protect the 'whistle-blower' from victimization / intimidation.
- ✓ Enables adults to work in an environment where serious concerns can be raised.
- ✓ An understanding that the whistle-blower may take the concerns further if they are not happy with the response they receive.

**The Policy was adopted on**

JANUARY 2018

Date to be reviewed

---

Signed on behalf of the management

---

Name of signatory

---

Role of signatory

---

---