

General Welfare Requirement: Safeguarding and Promoting Children's Welfare

The provider must take necessary steps to safeguard and promote the welfare of children.

Alyth Kindergarten

Employment, Suitable People

2.5 Whistle Blowing Policy and procedure

At Alyth Kindergarten, we expect all our colleagues, both internal and external, to be professional at all times and hold the welfare and safety of every child as their paramount objective.

We expect all team members to talk through any concerns they may have with their Head Teacher at the earliest opportunity to enable any problems to be resolved as soon as they arise.

'Whistleblowing' is defined as 'raising concerns about misconduct within an organisation or within an independent structure associated with it'

Legal framework

The Public Interest Disclosure Act 1998, commonly referred to as the 'Whistleblowing Act', amended the Employment Rights Act 1996 to provide protection for employees who raise legitimate concerns about specified matters. These are called 'qualifying disclosures'. On 25 June 2013, there were some legal changes to what constitutes a qualifying disclosure.

A qualifying disclosure is one made in the public interest by an employee who has a reasonable belief that:

- A criminal offence
- A miscarriage of justice
- An act creating risk to health and safety
- An act causing damage to the environment
- A breach of any other legal obligation or
- Concealment of any of the above
- Any other unethical conduct
- Is being, has been, or is likely to be, committed.

It is not necessary for the employee to have proof that such an act is being, has been, or is likely to be, committed; a reasonable belief is sufficient.

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Disclosure procedure

- If this information relates to child protection/safeguarding then the Kindergarten's safeguarding children policy should be followed.
- Where you reasonably believe one or more of the above circumstances listed has occurred, you should promptly disclose this to The Head teacher or Deputy Head teacher or third in charge in their absence so that any appropriate action can be taken. If it is inappropriate to make such a disclosure to the senior staff (i.e. because it relates to your manager) you should speak to Rabbi Josh Levy, Head Teacher's line manager on 0208 457 8799.
- Any disclosure or concerns raised will be treated seriously and will be dealt with in a consistent and confidential manner and will be followed through in a detailed and thorough manner.
- If an employee is subject to an allegation against them Tor Alter or Lara Thomas in her absence or Rozanne Singer in their absence will inform Barnet's DO (Designated Officer) within one day of the allegation and a full investigation will take place. The staff member concerned may be suspended from their duties whilst this investigation is taking place.
- If it is felt that the Head teacher, deputy Head teacher in her absence or Third in Charge is not dealing with this complaint you should speak to Rabbi Josh Levy on 0208 457 8799 or failing appropriate action call NSPCC Whistleblowing Advice Line on 0800 028 0285
- Any employee who is involved in victimising employees who make a disclosure, takes any action to deter employees from disclosing information or makes malicious allegations in bad faith will be subject to potential disciplinary action which may result in dismissal
- Failure to report serious matters can also be investigated and potentially lead to disciplinary action which may result in dismissal
- Any management employee who inappropriately deals with a whistleblowing issue (e.g. failing to react appropriately by not taking action in a timely manner or disclosing confidential

Legal framework

- Working Together to Safeguarding Child, HMG 2006
- Revised April 2013
- Data Protection Act (1998)

Policy adapted in 2013 from the Pre-School Learning Alliance Policy.
PSLA is registered as an Educational Charity.

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- This policy was adopted at a meeting of Alyth Kindergarten Management Committee Alyth Kindergarten

Held on March 2014 (date)

Date to be reviewed March 2015 and yearly thereafter (date)

New amendment made January 2019

Reviewed and updated on February 2020 (date)

Drafted by Tor Alter 13/12/18

Finalised by Rabbi Josh

Next review date February 2020

Signed on behalf of the management committee

Name of signatory Russell Baum

Role of signatory (e.g. chair/owner) Chair