


Whistle blowing

Date: 23/1/17

Date of Next Review: Jan 2016

Signed on behalf of St George's: 

Name of Signatory: C. MILNE

Role of Signatory: CHAIRMAN

Policy

St George's is committed to the highest standards of quality, openness and accountability. In line with this St George's encourages parents and employees with any serious concern about any aspect of the project to come forward and voice them. On investigation of those concerns we will always take whatever action is appropriate in the circumstances following our policies and procedures. This policy is in place to encourage and enable employees to raise concerns rather than overlooking a problem.

St George's will ensure staff know what is expected of them through job descriptions, staff induction, supervisions and training. All staff have the right to raise any concerns regarding poor or insufficient practice at work. The priority of all staff is the well-being and safety of the children and this takes priority over any loyalty towards work colleagues.

Procedure

- In the first instance, staff should tell any concerns to their line manager. If the concern is a safeguarding issue staff must follow the safeguarding policy.
- If the concern is about the line manager, staff can talk to one of the childcare managers.
- All concerns will be treated as confidential
- Concerns need to include names, dates, times and places where possible.
- State the reason for your concern.
- It is better to put your concern in writing but if you do not wish to the person you make the complaint to will and you will be asked to sign it to confirm the accuracy of it.
- The concern will be investigated and within 2 weeks you will be informed of the outcome of the investigation in writing.
- Any action deemed necessary will follow the disciplinary procedure.
- If the allegation is proved to be malicious and/or completely unfounded action may be taken against the person responsible.

If you are not happy with the outcome you can **report it to the Ofsted whistle blowing** dedicated hotline on 0300 1233 155 or email whistleblowing@ofsted.gov.uk