



Together, caring and learning

Whistle Blowing Policy

Salway Christian Pre-school adopts a positive approach to whistle blowing. We recognise that staff should feel confident to express concerns about any aspect of the running and organisation of the pre-school and especially sensitive issues such as the mistreatment of staff, children or parents. These will be taken seriously and staff will be fully supported throughout the process.

We aim to:

- Promote an environment of mutual trust, respect and open communication.
- Create a workplace that is free from bullying, harassment and discrimination.

Any concerns should be raised with the manager in the first instance. If however, you cannot discuss the matter with them, because they are involved, concerns can be raised with the chair of the committee, Jan Williams (23 Beverley Crescent, Woodford Green, Essex. IG8 9DD. Tel: 0208 504 0733.

If staff feel unable to raise concerns directly with the pre-school management, they may contact the MASH (Multi Agency Safeguarding Hub formerly CPAT) who deal with child protection concerns and referrals in the first instance (020 8708 3855). They can also contact Ofsted (0300 123 1231) to discuss any concerns. Any concerns about a member of staff or adult volunteer should be referred in the first instance to the management then to the LADO (Local authority designated officer) within one working day. If it is not possible to contact the manager (e.g. she is implicated) then the LADO should be contacted directly.

LADO - 020 8708 5350/0793 211521.

The safety and wellbeing of everyone at pre-school remains a priority.

Reviewed March 2018