

## **Whistleblowing policy**

At FRS 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 line manager 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.

### **Disclosure procedure**

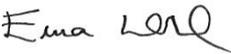
- Where you reasonably believe one or more of the above circumstances listed has occurred, you should promptly disclose this to the Headteacher, so that any appropriate action can be taken. If it is inappropriate to make such a disclosure to the senior staff (i.e. because it relates to your manager) you should speak to the Chair of the Management Committee, Robin Dawson, (contact details available via the Synagogue office).
- If this information relates to child protection/safeguarding then the Kindergarten's safeguarding children policy should be followed. Where the safeguarding concern relates to the Headteacher, you should speak to the FRS Director of Education, Karen Bloom, who is the FRS Children's Safeguarding Lead. She will, in turn, notify the Chair of the Management Committee.
- 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 by Emma Wohl, in her absence the Deputy's (Aimee Middleton and Maya Zarom) will inform Barnet's LADO (Local Authority Designated Officer) and Ofsted 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.
- 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 information) may be deemed to have engaged in gross misconduct which could lead to dismissal.
- Whistle-blowers can seek free, anonymous and confidential advice from the NSPCCs Whistleblowing Advice on 0800 028 0285.

This policy was adopted by FRS Kindergarten *(name of provider)*

On 18<sup>th</sup> February 2020 *(date)*

Date to be reviewed 17<sup>th</sup> February 2021 *(date)*

Signed on behalf of the provider



Name of signatory

Emma Wohl

Role of signatory (e.g. chair,  
director or owner)

Headteacher