

Whistleblowing



Fraserburgh South Park Nursery

2023/2024

3. I have confidence in the people who support and care for me

3.14 I have confidence in people because they are trained, competent and skilled, are able to reflect on their practice and follow their professional and organisational codes.

3.20. I am protected from harm, neglect, abuse, bullying and exploitation by people who have a clear understanding of their responsibilities.

Health and Social Care Standards

As childcare provider's it is our individual responsibility to maintain the welfare of both the children and staff.

It is our duty to express any concerns or issues to a senior member of staff as soon as we notice anything that could raise concern.

This policy applies to all employees and applies equally to those designated as casual, temporary, or work experience students.

What is whistleblowing?

Whistleblowing is the act of sharing genuine concerns. Whistleblowing encourages and enables staff to raise serious concerns within the nursery, rather than overlooking a problem or "blowing the whistle" outside.

The nursery is committed to the highest possible standards of openness, probity, and accountability.

Making a disclosure in the public interest (whistleblowing) is essential for keeping children safe in the setting and to ensure good quality practice within South Park Nursery.

This policy is in place to ensure that staff feel confident and are encouraged to reveal any concerns that they may have about the conduct and behaviour of other members of staff / head teacher.

This policy should only be used for dealing with major concerns over the conduct of other members of staff. It should not be used to report personal grievances, harassment, disciplinary matters, bullying or any other matters that can be dealt with using Aberdeenshire's disciplinary and grievance procedures.

The following concerns are relevant:

- a criminal offence

- breach of a legal obligation
- miscarriage of justice
- danger to health and safety of any individual
- malpractice
- fraud
- improper conduct / unethical behaviour
- attempts to suppress or conceal any information relating to the above
- child protection concerns

Who can raise a concern?

- Any member of staff who has a reasonable belief that there is some malpractice relating to any of the issues mentioned above is entitled to raise a concern.
- Concerns raised must be done so without malice and in good faith. You must reasonably believe that any information disclosed, and any allegations made are true. You will not be expected to prove beyond doubt that the allegation is true, but you will need to demonstrate that there are reasonable grounds for your concern.
- If you make an allegation in good faith but it is not confirmed by any subsequent investigation, then no action will be taken against you.
- If you make an allegation frivolously, maliciously or for personal gain, then appropriate disciplinary or legal action may be taken against you.
- All concerns raised will be treated in confidence and every effort will be made not to reveal the identity of the person who raised the concern. However, at the appropriate time the individual who made the allegation may need to come forward as a witness.
- Any individual who raises a concern in good faith will be protected from any possible reprisals or victimisation. Where this occurs the individual should report it using Aberdeenshire Grievance procedures.

Raising a concern:

- Any concerns should be reported to the Head Teacher. If the allegation involves the head teacher, then the concern should be raised with the Quality Improvement Officer/Manager (QIO/M, Aberdeenshire Council, Westburn Road, Aberdeen. You may wish to discuss your concern with a colleague first and you may find it

- easier to raise the matter if there are two (or more) of you who have had the same experience or concerns.
- Concerns should be raised verbally or in writing. In both instances you will be required to state:
 - The background and history of the concern
 - The reason you are concerned
 - The extent to which you have personally witnessed or experienced the problem
 - The HT and / or QIO/M will decide whether the allegation falls within the scope of existing Aberdeenshire policies and procedures.
 - The HT and / or QIO/M will consider the complaint and decide whether there is a case to answer.
 - If there is a case to answer the HT and / or QIO/M will proceed using Aberdeenshire Policy.
 - You may wish to invite your trade union or a colleague to be present during any meetings or interview in connection with the concerns you have.

You may also complain direct to the Care Inspectorate on 01224 793870 or e-mail enquiries@careinspectorate.com