

PATA Managed Groups Whistle Blowing Policy



Policy Aim

- 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.
- It is our aim that all staff/ students/volunteers feel confident in reporting any concerns/issues they may have regarding the safety and welfare of any child, as soon as it comes to their attention.
- All staff should be confident that any concerns can be reported without this leading to any harassment or victimization and every effort will be made to keep both the concern and the staff member's identity confidential.

(This policy is to be used in conjunction with our Safeguarding Children policy.)

Procedures

Disclosure of information

If you become aware of information which you reasonably believe shows one or more of the following, you **MUST** report it to your line manager/setting manager/DSL/PATA CEO immediately. Alternatively, if you feel unable to speak to any of these people you can report it to the Local Authority Designated Officer (LADO)/Ofsted directly.

- That a criminal offence has been committed or is being committed or is likely to be committed.
- That a person has failed, is failing or is likely to fail to comply with any legal obligation to which they are subject (e.g. EYFS, OFSTED, DBS).
- The health or safety of any individual has been, is being, or is likely to be, endangered.
- That the environment, has been, is being, or is likely to be, damaged.
- That a miscarriage of justice has occurred, is occurring, or is likely to occur.
- That information tending to show any of the above, is being, or is likely to be, deliberately concealed.
- You believe someone is covering up a wrongdoing.

If this information relates to safeguarding then the setting safeguarding policy should be followed.

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Date for review: August 2019

Disclosure procedure

- Where you reasonably believe one or more of the circumstances listed has occurred you should promptly disclose this to your setting manager so that any appropriate action can be taken. If it is inappropriate to make such a disclosure to your setting manager (i.e. because it relates to the setting manager) you should speak to PATA CEO.
- Employees will suffer no detriment of any sort for making such a disclosure in accordance with this procedure, as per The Public Interest Disclosure Act guidance published September 2017. For further guidance in the use of the disclosure procedure, employees should speak in confidence to their setting manager/PATA CEO.
- Any disclosure or concerns raised will be treated seriously and dealt consistently and confidentially, in a detailed and thorough manner.
- Any employee who:
 - is involved in victimising an employee who has made a disclosure,
 - takes action to deter employees from disclosing information,
 - makes malicious allegations or disclosures 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.
- Where dismissal is the only course of action, the manager/PATA CEO will notify the LADO, Ofsted and the DBS.

Escalation Procedure

In the event that a staff member, student or volunteer is unhappy with the decision made by their setting manager and PATA CEO they must follow escalation procedures as below:

- Safeguarding concerns contact (LADO) for Allegations on 01452 426994.
- All other setting or staffing concerns contact a PATA Trustee via PATA Head Office on 01452 541244.
- Contact Ofsted on 0300 123 1231.

Internal use only

This policy was adopted by	_____	<i>(name of setting)</i>
On	_____	<i>(date)</i>
Date to be reviewed	_____	<i>(date)</i>

Signed on behalf of the provider	_____
Name of signatory	_____
Role of signatory (Setting Manager)	_____

Signed on behalf of PATA (UK)	_____
Name of signatory	Paula Hayball
Role of signatory	Chief Executive Officer