



## **Clutton Playgroup**

### **Whistle Blowing Policy**

If workers bring information about wrongdoing to the attention of their employers, or a relevant organisation, they are protected in certain ways under the Public Interest Disclosure Act 1998. This is commonly referred to as 'whistle blowing'. Whistle blowing is more formally known as 'making a disclosure in the public interest'. The law that protects whistle-blowers is for the public interest so people are encouraged to speak out about malpractice in an organisation.

The Public Interest Disclosure Act protects workers who 'blow the whistle' about wrong-doing/malpractice. It applies where a worker has a reasonable belief that their disclosure tends to show one or more of the following offences or breaches:

- A criminal offence
- A breach of legal obligation
- A miscarriage of justice
- A danger to the health and safety of any individual
- Damage to the environment
- Deliberate covering up of information tending to show any of the above.

Clutton Playgroup Management Committee attaches great importance to the identification and rectification of malpractice. Staff and volunteers have a duty to speak out if they notice any wrong doing or malpractice.

Any concerns should be reported, without delay, to the Play Leaders or, if that is not appropriate, to the Chair Person of Clutton Playgroup Management Committee who's telephone number can be found on the notice board at the Cabin. Depending on the seriousness and sensitivity of the issues, and who is suspected of the wrong doing, people can also disclose to Social Care (this telephone number is also on the notice board at the cabin) or straight to the police.

When allegations are made to the Play Leaders they will pass them on to the Chairperson of Clutton Management Committee without delay and an emergency meeting of the committee will be called. If the allegations are in respect of suspected child abuse the disclosure will be reported to Social Care without delay, following the course of action set out in the booklet, 'What to do if you are worried that a child is being abused'.

In the case of a concern raised regarding radicalisation of a child or group of children or adults within the community, the PREVENT procedure will be adhered to.

The whistle blower is allowed, where possible, to disclose information in confidence and remain anonymous.

No disciplinary action will be taken against whistle-blowers in respect of disclosures made in good faith.

The policy was adopted at a committee meeting held on

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Signed .....  
Chairperson of Clutton Management Committee

To be reviewed February 2019