

Whistle Blowing Policy

At Daisy and Rainbow Childcare we believe that everyone who uses either of our settings has a right to be able to use it in safety and without experiencing discrimination, bullying or harassment.

Definitions

Whistle Blowing

- Bringing an activity to a sharp conclusion as if by the blast of a whistle
- Raising concerns about misconduct within an organisation

Bullying

- The unwanted behaviour, one to another, which is based upon the unwarranted use of authority or power. In all cases it will be for the recipient to define the behaviour that is unacceptable to them

Harassment

- Any conduct based on age, sex, sexual orientation, gender reassignment, disability, physical appearance, viral status, race, colour, language, religion, political, trade union or other opinion or belief, national or social origin, association with minority groups, domestic circumstances, property, birth or other status which is unreasonable, unreciprocated or unwanted and affects the dignity of people at work.

Our practices and behaviour are open to scrutiny.

We encourage all members of staff to relate any concerns they have about the behaviour or actions of colleagues to their Line manager. All staff members receive regular supervision meetings, have informal access to their Line manager and can request a private meeting at any time.

In most instances, we would advocate an open approach of communication directly with the person concerned with a witness present. Any concerns or instances that could easily be responded to at this level should be and the process of whistle blowing acknowledged as a serious course of action.

We do however recognise that if a member of staff has a concern or complaint about the behaviour, conduct or actions of their Line Manager, it may not be possible or appropriate to raise this directly with the person concerned. In this scenario, we are keen to ensure that anyone who has concerns about their Line Manager's behaviour should be able to respond to those concerns without fear of any recrimination.

Examples of valid concerns that SHOULD be raised by a whistle blower

- Any instance where Centre policies have not been adhered to.
- Any child safeguarding concerns.