# LITTLE SPONGES MONTESSORI

# WHILSTLEBLOWING

**Definition**:
Whistleblowing is raising a concern about malpractice within an organisation.

Little Sponges Montessori is committed to high quality Montessori practice and service, promoting accountability and maintaining staff confidence.

This policy provides staff at Little Sponges with protection from victimisation or punishment where they raise a genuine concern about misconduct or malpractice in the Nursery.

The policy is underpinned by the Public Interest Disclosure Act 1998, which encourages people to raise concerns about misconduct or malpractice in the workplace. The Act covers behaviour, which amounts to:
• A criminal offence
• Failure to comply with any legal obligation
• A miscarriage of justice
• Danger to health and safety of an individual and/or environment
• Deliberate concealment information about any of the above

This Policy is designed to nurture a culture of transparency within the organisation, which makes it safe and acceptable for employees to raise, in good faith, a concern they may have about misconduct or malpractice.

An employee who, acting in good faith, wishes to raise such a concern should normally report the matter to the Head who will advise the employee of the action that will be taken in response to the concerns expressed. Concerns should be investigated and resolved as quickly as possible.

If an employee feels the matter cannot be discussed with the Head, he or she should contact OFSTED's 'whistleblowing hotline' by telephone or write to Whistleblowing Hotline, Ofsted, Royal Exchange Buildings, St Ann's Square, Manchester, M2 7LA for advice on how to proceed.

The NSPCC runs a Whistleblowing Helpline on behalf of the Government. The number is 0808 800 5000.

A disclosure in good faith to the Head will be protected. Confidentiality will be maintained whenever possible and the employee will not suffer any personal determent as a result of raising any genuine concern about misconduct or malpractice within Little Sponges Montessori.