



Chieveley Pre-School: Whistle Blowing Policy

Reviewed and updated in line with Public Interest Disclosure Act 1998 and EYFS 2024 safeguarding responsibilities.

This policy outlines how staff, committee members, parents or the public can raise concerns about misconduct.

1. Purpose and Scope

This procedure provides a clear process for reporting illegal or improper conduct within Chieveley Pre-School (CPS). It is intended for use by staff, committee members, parents and the public. Employees are expected to uphold CPS's reputation and public trust.

2. Examples of Improper Conduct

- Abuse of children or colleagues
- Dangerous practices at work
- Fraud or misuse of CPS assets
- Breaches of conduct by staff or committee members

3. Reporting Concerns

- Concerns should first be reported to the Pre-School Manager, Committee Chair or Treasurer depending on who is involved.
- If the Manager is the subject of concern, contact the Chair. If the Chair is the subject, contact the Treasurer.
- Concerns may be raised in writing or in person. A meeting will be arranged and a summary signed by both parties.
- If internal contacts fail to act appropriately, concerns may be raised with Ofsted (0300 123 1231).
- False allegations made maliciously may lead to disciplinary action.

4. Confidentiality and Support

While anonymous reporting is discouraged, confidentiality will be maintained as far as possible. Support and advice are available from the Public Concern at Work charity (020 7404 6609 | www.pcaw.org.uk). Victimisation or harassment of whistleblowers will not be tolerated.



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5. External Disclosures

CPS encourages internal reporting. However, if you feel internal routes have not addressed the issue, you may contact external agencies such as Ofsted or Public Concern at Work.

6. Review and Approval

This policy will be reviewed annually or following significant changes in legislation or after any incident that highlights a need for policy revision. The Pre-School Manager and committee will approve all changes.

This notice was reviewed and adopted by the Chieveley Pre-School committee.

Signed Preschool Manager:



Date: 04/09/2025



Signed Preschool Chair:

Date: 13.08.25