



# Oscar Bears' Day Care

## Oscar Bears Day Care - Whistle Blowing Policy

### Introduction

The official name for whistle blowing is 'making a disclosure in the public interest'.

It means that if you believe there is wrong doing in your workplace (eg your employer is committing a criminal offence) you can report this by following the correct processes, and your employment rights are protected.

If you decide to blow the whistle on an organization you are protected and your employer cannot victimize you (eg by not offering you a promotion or other opportunities your employer would have otherwise offered).

Whistle-blowers are protected for public interest, to encourage people to speak out if they find malpractice in an organization or workplace.

Malpractice could be improper, illegal or negligent behavior by anyone in the workplace.

### Whistle blowing and Oscar Bears Day Care

If a staff member has any concerns over the care and education provided by Oscar Bears Day Care we would encourage you to contact the manager to discuss these concerns.

We would encourage you to invite another staff member as a mediator.

We will take any concerns seriously and keep a written log of these and the outcome.

We will work with the staff member and refer to the EYFS document.

If you are still unsure of how or where to raise your concern we would encourage you to contact the independent whistleblowers charity on 020 7404 6609 or email [helpline@pcaw.co.uk](mailto:helpline@pcaw.co.uk).

If you are still not confident that your concerns have been appropriately addressed you may contact the OFSTED hotline in confidence on 0300 123 3155.

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