

Promoting Equal Opportunity

1.14 Whistle Blowing Policy

Policy statement

All staff member must feel they have a working environment where they can discuss any concerns or queries with someone they can trust. All staff first contact with the Manager and owner Mrs Kwai-Fong Purchase if they want to discuss any matter confidentially. If the member of staff feels they want to talk to someone in the authority, they can speak to the Hampshire Senior Child Development Business Officer (CDBO) for services of young children – Gillian Herring, email contact:gillian.herring2@hants.gov.uk, Tel: 01252 814 821, Mobile: 07753 279769

EYFS Key themes and commitments

A Unique Child	Positive Relationships	Enabling Environments	Learning and Development
- Keep children safe	-built on key person relationships in early years settings	-value all people - value learning	

Procedures

We follow these procedures to promote equal opportunities in our setting.

- All the member staff during their induction, will be given all policies to read, any questions will then be answered by the Manager.
- All the member of staff will be made aware who they can speak to if they have any queries or concerns.
- The Manager will conduct half termly (every 6 weeks) Supervision Meeting with each member of staff to discuss the staff welfare and well being, this meeting include the staff continuing suitability status checking.
- If any member of staff feels they have an issue with the Manager and couldn't be resolved, they are able to talk to the Hampshire Senior Development Officer (Childcare) as stated above.
- All the conversations regarding concerns about another member of staff will be treated confidential and with the up most discretion.

Legal Framework

- (25th June 2014) Government whistle blowing framework
www.gov.uk/government/consultations/whistblowing-framwork.call.forevidence