

Once Upon A Time Nursery
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Whistle Blowing Policy

Whilst Once Upon a Time Nursery expects all our colleagues, both internal and external, to be professional at all times there may be occasions where this may not be happening. The Public Interests Disclosure Act 1998 affords individuals who raise concerns, protection from detrimental treatment or dismissal. It is vital that all team members talk through any concerns they may have with their line manager at the earliest opportunity to enable any problems to be sorted as soon as they arise.

Disclosure of Information

If you become aware of information which you reasonably believe tends to show one or more of the following, you **MUST** promptly disclose this to your manager so that any appropriate action can be taken. If it is inappropriate to make such a disclosure to your manager you should speak to a Deputy Manager.

A criminal offence has been committed or is being committed or is likely to be committed.

A person has failed or is likely to fail to comply with any legal obligation to which they are subject.

A miscarriage of justice has occurred, is occurring or is likely to occur.

The health and safety of any individual has been, is being or is likely to be endangered.

The environment has been, is being or is likely to be damaged.

Any action deliberately designed to cause financial loss to the company or to obtain any unauthorised benefit, whether or not this is received personally or by others.

Information tending to show any of the above is being or is likely to be deliberately concealed.

If this information relates to a safeguarding concern then the Safeguarding Policy should be followed.

All disclosures and concerns raised will be treated seriously and will be dealt with in a consistent and confidential manner. Disclosures in malice and failure to report serious matters can also be investigated and potentially lead to disciplinary action which may result in dismissal.

If an incident has occurred it will be recorded and monitored

