



MAGICAL MOMENTS PRESCHOOL  
PLAY, LEARN, GROW

# Magical Moments PreSchool

## Whistle blowing Policy

### Policy Statement

Magical Moments strongly supports measures which protect whistleblowers from any form of victimisation. Magical Moments has a procedure to ensure that concerns are dealt with effectively and efficiently and will do all that they can to preserve the confidentiality of workers who raise such concerns.

The Public Interest Disclosure Act 1998 protects workers who ‘blow the whistle’ about wrongdoing. It applies where a worker has a reasonable belief that their disclosure tends to show one or more of the following offences or breaches:

- A criminal offence;
- The breach of a legal obligation;
- A miscarriage of justice;
- A danger to the health and safety of any individual;
- Damage to the environment; or
- Deliberate covering up of information tending to show any of the above.

### Legal Framework

- The Public Interest Disclosure Act (1998)

### Procedures

Staff who genuinely believe that people they work with are behaving in a way that seems wrong or have a serious concern about an aspect of service will be doing their duty and acting in the public interest by speaking out. The procedure seeks to encourage and enable individuals to disclose information through appropriate channels first, rather than going directly to an outside person or body.

- As a first step, concerns should normally be raised with management (Sharon Read or Liz Bowron). This depends, however, on the seriousness and sensitivity of the issues involved and who is suspected of any wrongdoing.
- Staff can raise concerns with Ofsted’s dedicated whistleblowing hotline 0300 123 3155 (mon-fri 8am-6pm) – email: [whistleblowing@ofsted.gov.uk](mailto:whistleblowing@ofsted.gov.uk)  
Post: Ofsted, Piccadilly Gate, Store street, Manchester, M1 2WD.
- Concerns can be raised verbally or in writing.

This policy was adopted at a meeting of	Magical Moments
Held on	2/4/14
Date to be reviewed	ongoing
Signed on behalf of the management	S.Read