



Kilcreggan Early Learning and Childcare Centre



## Whistle Blowing Policy



### **UNCRC:**

**Article 3:** Adults must do what is best for me

**Article 19:** I have the right to be protected from being hurt or badly treated

At Kilcreggan ELCC we will not accept or condone any behaviour by staff, volunteers or other adults associated with the establishment that is contrary to our establishments Vision, Values and Aims.

We will do this by:

- Promoting an environment of mutual respect, trust and open communication
- Treating everyone equally and fairly with dignity and respect and by valuing individual differences
- Ensuring the quality of the work of each staff member
- Ensuring volunteers are effectively monitored
- Ensuring procedures are in place for reporting unacceptable behaviour and practices
- Resolve conflict at the earliest opportunity using restorative conversations or mediation where appropriate
- Actively supporting staff who whistle blow both during the investigation and after, at all times keeping in line with relevant legislation and Argyll and Bute guidance
- Provide all staff members with the Care Inspectorate details:

The Care Inspectorate  
Compass House  
11 Riverside Drive  
Dundee  
DD1 4NY

*Kilcreggan Primary ELCC*

*Updated Dec 2023*



## Kilcreggan Early Learning and Childcare Centre



Website: [www.careinspectorate.com](http://www.careinspectorate.com)  
Email: [enquiries@careinspectorate.com](mailto:enquiries@careinspectorate.com)  
Care Inspectorate Enquiries: 0345 600527

### **National Care Standards**

- 3.1 I experience people speaking and listening to me in a way that is courteous and respectful, with my care and support being the main focus of people's attention.
- 3.3 I have agreed clear expectations with people about how we behave towards each other, and these are respected.
- 3.7 I experience a warm atmosphere because people have good working relationships

### **Local Policy**

Acceptable Users Policy, Argyll and Bute Council  
Employee Code of Conduct, Argyll and Bute Council

### **Monitoring and Review**

It is the responsibility of the Head Teacher along with the staff to monitor, evaluate and review the above arrangements and to adjust them according to need.