



**Often it does not take much to change things**

## How parents can blow the whistle on malpractices in kindergarten

### What is whistle-blowing?

Blowing the whistle means raising the alarm over misconduct or malpractice. Malpractice describes an activity that is or could be in breach of laws and regulations, the kindergarten's guidelines or a generally accepted understanding of what is appropriate or ethically acceptable.

### Whom should you blow the whistle to?

Normally you should raise the issue at the level where the problem occurs. Here are some examples of how to report various problems and what to do next if your concerns are not taken seriously or acted upon.

Issues concerning:

- individual children: pedagogical leader – headteacher – kindergarten owner – local authority – county governor
- department: pedagogical leader – headteacher – co-ordinating committee – kindergarten owner – local authority – county governor
- staff: headteacher – kindergarten owner – local authority
- kindergarten: headteacher – co-ordinating committee – kindergarten owner – local authority – county governor
- headteacher: kindergarten owner – local authority – county governor

### How to blow the whistle

You can report your concerns verbally or in writing. Often it does not take much to change things. The close relationship between parents and kindergarten staff usually allows for a transparent dialogue about any problems that should be dealt with. Other times it may be necessary for individual parents or a group of parents / the parents' council to make a written request to the headteacher.

If the kindergarten fails to comply with your request or the changes it makes are inadequate, you can raise the issue with the local authority. The local authority has administrative power and control over kindergartens under Section 8

of the Kindergarten Act. The local authority is tasked with providing guidance and ensuring that the kindergartens in the local authority area are run in line with prevailing legislation. You should put your communication to the local authority in writing.

You can make a formal complaint if the local authority rejects your request or decides that there are insufficient grounds for instructing the kindergarten owner to take action, cf. the Regulation on Environmental Health Section 16 second paragraph. The deadline for submitting a complaint is three weeks from receipt of the local authority's decision, cf. Section 29 of the Public Administration Act of 10 February 1967.

### What should your letter contain?

For your views to get a fair hearing, it is important that you – and relevant agencies where appropriate – provide good documentation.

Here are some tips on how to achieve this:

- Provide an accurate and concise description of the problem the way you see it.
- Describe any problems relating to health or other matters. In some cases it can be useful to obtain a doctor's note.
- If possible, obtain necessary documentation from the kindergarten / municipal agencies.
- Feel free to refer to relevant laws and regulations and any contraventions of these as you see it.
- Make your case in writing and ensure that the local authority follows up on it.

### Blowing the whistle can be difficult

Choosing to raise the alarm can be difficult for a variety of reasons. If you need help and guidance on your case, you can contact the FUB (National Parents' Committee for Kindergartens). [www.fubhg.no](http://www.fubhg.no) – Tel.: (+47) 477 99 200

You can find more information and examples of whistle-blowing in kindergarten here:

<https://www.udir.no/globalassets/upload/barnehage/regelverk/veiledere/veiledere-om-helse-miljo-og-trivsel-i-barnehagen.pdf>