



Policy Date: January, 2016.

## **Whistle Blowing Policy**

York House Childcare is committed to the highest possible standards of openness, honesty and accountability. In line with that commitment, we encourage employees and others with serious concerns about any aspects of the setting's work to come forward and voice their concerns.

Under this policy it is our duty to report unacceptable behaviour: -

- By assistants working at the setting.
- By other childminders
- By other professionals working with children to the relevant authorities.

This action will be taken under the following circumstances: -

- When the behaviour is detrimental to children
- Has placed a child at risk
- Has caused actual harm to a child
- Is illegal

### **How to Raise a Concern**

Whistleblowing is separate to a grievance. If you have a complaint, please use the normal grievance procedure. However, if you have a concern about malpractice within the setting then please use the procedure outlined below.

Report any concerns to the setting's owner. If this is not possible, then report your concerns directly to Ofsted (see details below).

Any matter raised under this procedure will be investigated thoroughly, promptly and confidentially and the outcome of the investigation reported back to the complainant. The complainant will not be victimised for raising a matter under this procedure.

If misconduct is discovered as a result of any investigation undertaken then appropriate action will be taken.

## **Relevant Contacts**

### ***Ofsted***

WBHL (Whistle Blowing Hotline)

Ofsted

Piccadilly Gate

Store Street

Manchester M1 2WD ***Email***

[whistleblowing@ofsted.gov.uk](mailto:whistleblowing@ofsted.gov.uk)

### ***Ofsted Helpline***

0300 123 3155 (Monday to Friday from 8.00am to 6.00pm).

***NSPCC*** whistle blowing hotline

0800 028 028 (8 am – 8 pm Monday to Friday)