## Whistleblowing Policy and Procedure

### Purpose

To provide a safe and confidential way for staff to report concerns about wrongdoing, malpractice, or risk in our childminding setting.

### Policy

1. \*Confidentiality\*: Protect the identity of whistleblowers.

2. \*Investigation\*: Investigate concerns promptly and fairly.

3. \*Support\*: Provide support to whistleblowers.

### Procedure

1. \*Reporting Concerns\*: Report concerns to designated person (e.g., manager or owner).

2. \*Investigation\*: Investigate concerns promptly and fairly.

3. \*Outcome\*: Communicate outcome to whistleblower.

### Requirements

- \*Ofsted\*: Meets requirements for safeguarding and welfare.

- \*EYFS\*: Supports Safeguarding and Welfare Requirements.

- \*Doncaster Council\*: Meets requirements for childminding settings.

### Key Principles

1. \*Protection\*: Protect whistleblowers from reprisal.

2. \*Fairness\*: Ensure fair investigation and outcome.

3. \*Transparency\*: Provide clear guidance and communication.

### Review and Update

Regularly review and update this policy to ensure effectiveness and compliance.

By having this policy and procedure in place, we can ensure a safe and supportive environment for staff to raise concerns.