

Whistle Blowing

Policy Statement

The safety and welfare of the children in our setting is of utmost importance. The Public Interest Act was introduced to give greater protection to whistle blowers. All staff, volunteers and trainees may follow a staff whistle blowing policy to ensure that they can voice concerns without fear of reprisal.

Procedures

- Staff, volunteers and trainees will record any concerns, noting time, date, name and action with their manager in writing
- If staff, volunteers and trainees feel that they may not be able to voice their concerns to their manager they can report their concerns directly to OFSTED.
- Any concerns reported to their Manager or OFSTED, will be checked with outside agency e.g LADO to determine how the concern should be dealt with
- If the concern is deemed to be a disclosure, this will be assessed and investigated discreetly, maintaining the confidentiality of the whistle blower and the accused. If the whistle blower wishes to protect their identity, it will not be disclosed without consent.
- If an internal matter, the Early Years Advisor will be appointed to manage the investigation.

Where a staff member feels unable to raise an issue with their employer, or feels that their genuine concerns are not being addressed, they should use the other channels open to them:

- NSPCC whistleblowing advice line is available. Staff can call 0800 0280285 – 08:00 to 20:00, Monday to Friday and 09:00 to 18:00 at weekends. The email address is: help@nspcc.org.uk.

Alternatively, staff can write to: National Society for the Prevention of Cruelty to Children (NSPCC), Weston House, 42 Curtain Road, London EC2A 3NH.

- Ofsted provides guidance on how to make complaints about a provider: Complaints procedure - Ofsted - GOV.UK (www.gov.uk).
- General guidance on whistleblowing can be found via: Whistleblowing for employees.