

PRECIOUS LITTLE SOULS HOME NURSERY

WHISTLEBLOWING POLICY

1st September 2026 *This policy will be reviewed on an annual basis.*

Purpose

To ensure anyone can raise concerns about adults connected to Precious Little Souls Home Nursery safely, confidentially, and without fear of repercussions. This policy supports a culture of openness, honesty, and accountability.

Policy Statement

Whistleblowing is the act of reporting concerns about the behaviour, actions, or suitability of **any adult** involved in the childcare provision. This includes myself (the childminder), household members, visitors, volunteers, or professionals working with the setting.

Whistleblowing is different from a personal complaint — it relates to concerns that may affect children's safety, welfare, or legal compliance.

WHAT CAN BE REPORTED

Concerns may include:

- Unsafe practice or neglect
- Breaches of safeguarding procedures
- Harm or risk of harm to a child
- Inappropriate behaviour towards children
- Concerns about my suitability or the suitability of household members
- Dishonesty, fraud, or misuse of funds
- Serious breaches of EYFS or Ofsted requirements
- Attempts to cover up wrongdoing
- Any behaviour that makes a child feel unsafe or uncomfortable

Concerns can be raised **even if they are not proven** — if something feels wrong, it should be reported.

EXPLICIT WHISTLEBLOWING PROCEDURE FOR RAISING CONCERNS ABOUT ADULTS IN THE SETTING

Step 1 — Raise the Concern Immediately

If the concern is about **any adult**, including myself, household members, visitors, or professionals:

You should report it **straight away** to one of the following:

- **tiney (my childminding agency)**
- **Ofsted**
- **Local Authority Designated Officer (LADO)**
- **Police** (if a child is in immediate danger)

You do **not** need to speak to me first if the concern is about me or someone close to me.

Step 2 — Provide Clear Information

When raising a concern, give as much detail as possible:

- What happened
- When it happened
- Who was involved
- Who witnessed it
- Why it feels unsafe or inappropriate

You do not need proof — concerns raised in good faith will always be taken seriously.

Step 3 — Confidential Handling

The concern will be handled:

- Confidentially

- Professionally
- Without judgement
- With protection for the person raising the concern

Your identity will be protected wherever possible.

Step 4 — External Investigation

Depending on the nature of the concern:

- **LADO** may investigate
- **Ofsted** may carry out checks
- **Police** may be involved
- **tiney** will oversee compliance and safeguarding

I will fully cooperate with all investigations.

Step 5 — Immediate Action if a Child Is at Risk

If a child is at risk:

- Emergency services may be contacted
- The adult may be removed from the premises
- Children will be safeguarded immediately
- Parents will be informed when appropriate

IF THE CONCERN IS ABOUT ME (THE CHILDMINDER)

If the concern relates directly to my behaviour, suitability, or practice:

- It must be reported **immediately** to **tiney and Ofsted**
- LADO may be involved
- I will not handle the investigation
- I will follow all instructions from regulatory bodies
- I will cooperate fully and transparently

PROTECTION FOR WHISTLEBLOWERS

Anyone raising a concern in good faith will be:

- Protected from victimisation

- Treated with respect
- Supported throughout the process
- Kept confidential wherever possible

Whistleblowing should never result in negative treatment or retaliation.

RECORDING & FOLLOW-UP

All whistleblowing concerns are recorded securely, including:

- Date and time
- Nature of the concern
- Who raised it
- Actions taken
- Agencies contacted

Records are stored confidentially and reviewed as part of safeguarding practice.