

TWINKLE TOES DAY NURSERY

WHISTLEBLOWING AND CHILD PROTECTION POLICY

1. Our commitment

Twinkle Toes Day Nursery is committed to protecting children and maintaining high standards of care. All staff, students, volunteers and agency workers have a responsibility to report unsafe practices, misconduct or concerns about children's welfare. Children's safety must always come first.

2. Legislation and guidance

This policy follows relevant legislation and guidance, including:

- **Employment Rights Act 1996**, which provides protection against detriment and unfair dismissal for qualifying protected disclosures.
- **Children Act 1989 and Children Act 2004.**
- **Childcare Act 2006.**
- **Equality Act 2010.**
- **Early Years Foundation Stage (EYFS) statutory framework**, effective September 2026.
- **Working Together to Safeguard Children**, current statutory guidance.

3. What should be reported?

Staff must report any reasonable concern about:

- Child abuse, neglect or risk of harm.
- Unsafe care, poor supervision or breaches of safeguarding procedures.
- Criminal activity, unlawful practices or serious health and safety risks.
- Failure to follow legal requirements or deliberate concealment of wrongdoing.

4. How to raise a concern

Concerns should normally be reported to the Nursery Manager, **Sumaya Ahmed**, or Deputy/Assistant Manager, **Rehana Pandor or Kayrun Begum**.

If the concern involves either person, or is not dealt with appropriately, staff should contact the relevant external authority directly.

Safeguarding concerns must be reported immediately. Staff must record the facts accurately, including dates, times, actions taken and people informed. If a child is in immediate danger, call **999**.

Staff must follow the nursery's safeguarding and child protection procedures and must not investigate allegations themselves.

5. Confidentiality and protection

Concerns will be handled sensitively and shared only with those who need the information. Staff who raise genuine concerns will not be victimised or treated unfairly. Legal whistleblowing protection applies where the relevant statutory conditions are met.

Anyone who deliberately conceals concerns, discourages reporting or victimises a whistleblower may face disciplinary action. Malicious allegations made knowingly in bad faith may also be dealt with under the disciplinary procedure.

6. Allegations against staff

Any allegation that a person working with children has harmed a child or may pose a risk must be reported immediately to the appropriate senior person and the **Local Authority Designated Officer (LADO)**. The nursery will follow local safeguarding procedures and notify Ofsted of allegations of harm when required under the EYFS framework.

Staff must not investigate allegations or promise confidentiality. All relevant information and actions must be recorded securely.

7. Safe nursery environment

The nursery will follow safer recruitment and DBS requirements, supervise children appropriately, and ensure visitors sign in and are supervised, record accidents and incidents, and inform parents as appropriate. All staff must follow the nursery's safeguarding policies and professional code of conduct (refer to safer recruitment policy).

8. Important contacts

- **Emergency:** 999
- **Newham MASH:** 020 3373 4600
- **Newham out-of-hours children's services:** 020 8430 2000
- **Newham LADO:** 020 3373 6706 or 020 3373 0751
- **Ofsted:** 0300 123 1231

9. Review

Policy reviewed by: Sumaya Ahmed, Nursery Manager

Review date: October 2026

Next review: October 2027, or sooner if legislation or guidance changes.