

**Whistleblowing Policy -Safeguarding**

**To be read alongside the Child protection and safeguarding policy and the Concerns and allegations against staff and volunteers’ policy**

We recognise that children cannot be expected to raise concerns in an environment where staff fail to do so.

All staff should be aware of their duty to raise concerns, where they exist, about the management of Safeguarding and Child Protection, which may include the attitude or actions of colleagues, poor or unsafe practice and potential failures in setting’s safeguarding arrangements. The Pre-school accepts that deciding to report a concern can be very difficult and uncomfortable.

This does not replace the Complaints Policy.

The whistle blowing procedure must be followed in the first instance if:

- a criminal offence has been committed, is being committed or is likely to be committed

- a person has failed, is failing or is likely to fail to comply with any legal obligation to which he or she is subject. This includes non-compliance with policies and procedures, breaches of EYFS and/or registration requirements

- a miscarriage of justice has occurred, is occurring or is likely to occur

- the health and safety of any individual has been, is being or is likely to be endangered

- the working environment has been, is being or is likely to be compromised.

- that information tending to show any matter falling within any one of the preceding clauses has been, is being or is likely to be deliberately concealed

There are 3 stages to raising concerns as follows:

1. If staff wish to raise or discuss any issues which might fall into the above categories, they should

normally raise this issue with the designated safeguarding lead.

2. Staff who are unable to raise the issue with their designated safeguarding lead should raise the issue with the deputy/supervisor.

3. If staff are still concerned after the investigation, or the matter is so serious that they cannot discuss it with a, they should raise the matter with the committee chairperson, local authority or The Early Years Educational Effectiveness Team.

Ultimately, if an issue cannot be resolved and the staff member believes a child remains at risk because the setting or local authority have not responded appropriately, staff can raise concerns through Ofsted’s dedicated Whistle blower hotline (Tel; 0300 1233155)

 Whistle blowing disclosures can also be made to Ofsted via email whistleblowing@ofsted.gov.uk

The NSPCC have introduced a whistle-blowing helpline 0800 028 0285 for professionals help@nspcc.org.uk who believe that:

- their own or another employer will cover up the concern

- they will be treated unfairly by their own employer for complaining

- if they have already told their own employer and they have not responded

Confidentiality

All concerns will be treated with confidence and every effort will be made not to reveal the complainant’s identity if they so wish. However, while making all reasonable efforts to maintain the confidentiality of the matter, at a certain stage in the investigation it will be necessary to make the origin of the complaint known to the person or persons the allegations concern. All concerns raised within the remit of this procedure will be assessed to determine if the confidentiality extends to withholding the name of the complainant. There shall be a substantial reason for doing so, such as a real risk of personal harm. Complainants should be aware however, that their identity may be revealed by inference.

Untrue allegations

If an allegation is made in good faith, but it is not confirmed by the investigation, no action will be taken against the complainant. If, however, an allegation is made frivolously, maliciously or for personal gain, disciplinary/legal action may be taken against the complainant.

This policy was updated on 5th November 2024