

1.2 Safeguarding children and child protection

Whistle-blowing policy

Policy statement

Whistle blowing encourages and enables employees to raise serious concerns that they may have with the organisation.

Our whistle blowing officer is – Amanda O'Brien

Aims

- We will share this policy with all who use this setting including all employees' students and volunteers.
- We give staff reassurance and confidence to be able to raise a concern.
- We will investigate and deal with concerns as a matter of urgency, give you feedback and make you aware of how to pursue if you are unsatisfied,
- Reassure you that you will be protected and that all concerns are kept confidential and that your employment rights upheld

This policy is based on safeguarding children.

Blowing the whistle on malpractice is as follows

- Fraud or corruption
- Unauthorised use of nursery goods
- The neglect, physical , emotional or sexual of employees or children
- Failure to comply with legal obligations
- Endangering of an individual's health and safety
- Damage to the environment
- A criminal offence
- Showing undue favour to an employee or trainee.
- Involved in act of radicalisation or extremism
- Other un ethical conduct

What is a whistle blowing policy?

- Whistle blowing occurs when a worker raises a concern about danger or illegality that affects others for example members of the public or harm towards children.
- Employees are often the first to realise that there may be something seriously wrong within the nursery . However , they may not express their concerns because they feel that speaking up would be disloyal to their colleague or to the nursery. They may also fear of harassment or victimisation. In these circumstances it may be easier to ignore the concerns rather than report what may just be a suspicion of malpractice.
- We are committed to the highest possible standards of openness, probity and accountability in line with commitment we expect employees and others that we deal with who have serious concerns. It is recognised that most cases will have to proceed on a confidential bases.

Procedures

On induction to the setting all user will be inducted to this policy as well as other necessary policies.

If you have any concerns this should be raised with the Nursery Manager or the Director immediately either verbally or in written format:

- The matter will be investigate and if found to be true then we will deal with it in line with our disciplinary procedure.
- If the matter is not found to be true, the matter will be closed.
- If an individual knowingly or maliciously makes an untrue allegation we will take appropriate disciplinary action.
- Individuals will not be protected from the consequences of making a disclosure if, by doing so, they commit a criminal offence.
- if you think management is involved you should approach a more senior level of management, or call LADO on- (Local Authority Designated Officer) or Ofsted helpline 0300123123
- We want everyone to feel able to report any child protection / safeguarding concerns. However, for members of staff who feel unable to raise these concerns internally, they can call the NSPCC whistleblowing helpline on: 0800 028 0285 (line is available from 8:00 AM to 8:00 PM, Monday to Friday) or email: help@nspcc.org.uk. Staff are also able to contact the Local Authority Designated Officer lado@walthamforest.gov.uk or 0208 496 3646

- Parents or others in the wider school community with concerns can contact the NSPCC general helpline on: 0808 800 5000 (24 hour helpline) or email: help@nspcc.org.uk.

How to raise concern

- Report your concerns with your immediate manager or the Director.
- Concerns may be raised verbally or in writing .Staff who wish to make a written report are invited to use the following format:
 1. The background and history of the concerns (giving relevant dates)
 2. The reason why you are particularly concerned about the situation.

The earlier you express the concerns the easier it is to take action.

Confidentiality-

All concerns will be treated in confidence and every effort will be made not to reveal your identity if you so wish. At the appropriate time, however, you may need to come forward as a witness.

Every effort will be made to protect the identity of the person raising the concern if they so wish , however the information will be passed to those with a legitimate need to have it may be necessary for the individual to provide a written statement or act as a witness in any subsequent enquiry.

Anonymous allegation-

This policy encourages you put your name to your allegation whenever possible. Concerns expressed anonymously are much less powerful but will be considered at the discretion of the nursery.

In exercising this discretion the factors to be taken into account would include:

- The seriousness of the issue raised especially in regard to children being harmed.
- The creditability of the concern and likelihood of confirming the allegation from attributable sources.

Untrue allegation

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

Legal framework

EYFS 2014

Working together to safeguarding children 2015

Prevent Duty 2015

Further guidance

For independent advice please call

Public concern at work

Website: www.pcaw.co.uk

Helpline: 0207 404 6609

Email: whistle@pcaw.co.uk

| | | |
|-----------------------------------------|--------------------|-----------------|
| This policy was adopted at a meeting of | Bright Kids Leyton | name of setting |
| Held on | <u>04/01//2017</u> | (date) |
| Date to be reviewed | <u>04/01/8</u> | (date) |
| Signed on behalf of the management | _____ | |
| Name of signatory | _____ | |
| Role of signatory (owner) | _____ | |