

Staff Whistleblowing Policy



*'Organisations must have in place clear whistleblowing procedures'
Working together 2015 pg. 53*

*'Providers must train all staff to understand their safeguarding policy and procedure and to respond in a timely way to inappropriate behaviour displayed by other members of staff.'
EYFS statutory guidance pg. 17*



Our policy for Whistleblowing:

We believe: Our policy reflects the principles in Sir Robert Francis's 'Freedom to speak up' review. On occasions someone who works with children can behave in a way that causes their colleagues or management anxieties. Such behaviours may include the failure to understand or appreciate how his or her own actions or those of others could adversely impact upon the safety and well-being of a child; the inability to make sound professional judgements which safeguard the welfare of children; a failure to understand or recognise the need for clear personal and professional boundaries in his or her work; behaviour in his or her personal life which could put children at risk of harm; becoming the subject of criminal proceedings not relating to a child.

Our nursery staff will often be the first to notice if there is something seriously wrong within the setting. Sometimes it may seem difficult to speak up because of feelings of disloyalty, or because of a fear of harassment or victimisation. We promote a culture of safety and raising concerns which is free from bullying and operates in an open and transparent way.

We expect the highest standards of behaviour and all employees have a responsibility to voice any concerns they have, normally with the Executive Nursery Manager, Lucy Pottinger but could be with any of the management team.

Our procedures for whistleblowing:

This whistleblowing procedure is independent and confidential. It can be anonymous if you wish. We will make sure that you will not be victimised or suffer disadvantage if you report your genuine concerns.

It allows employees to bring to the attention of those who can make a difference any practice which they believe or suspect:

- Is unlawful / a criminal offence
- Is a serious breach of Grass Roots policies, procedures and rules
- Falls substantially below established standards of practice
- Amounts to improper conduct
- Is an attempt to conceal any information relating to any of the above.

This procedure is not to be used if you are generally dissatisfied at work. If you make any allegations maliciously or for personal gain, you may be disciplined.

Anyone with concerns about a person's suitability to work with children should contact the LADO for advice and guidance.

How to raise a concern:

Through the Executive Nursery Manager Lucy Pottinger, who **MUST** report the concern to the LADO within **one working day**.

Normally you should first speak to your immediate manager. But if you feel that you can't do this – for example if you believe that they are involved – then you should speak directly to the LADO

Contact details: Sam Saxby-Brown **01422 394055/07596 888147** and email:

ladoadmin@calderdale.gov.uk

How your concerns will be dealt with

All allegations will be investigated: how and by whom depends on how serious they are and whom they involve. The investigation may be handled internally, with the support of the LADO or passed to external agencies such as the police or social care on the advice of the LADO.

We will let you know the outcome of the investigation, so that you can see that the matter has been properly addressed.

If you feel that the matter has not been properly dealt with by the Executive Nursery Manager, you should contact the LADO directly yourself.

Training and support will be offered throughout the investigation to all involved.

Ofsted **MUST** be contacted with details of the allegation and the actions that were taken within 14 days through the details below:

You can whistleblow to Ofsted by:

Telephone: Whistleblowing Hotline (0300 1233155). It is staffed from 8am – 6pm, Monday – Friday.
Email: whistleblowing@ofsted.gov.uk Post: WBHL, Ofsted, Piccadilly Gate, Store Street, Manchester, M1 2WD.

This policy will be reviewed by management annually, who are responsible for ensuring the dissemination of this policy to all staff, volunteers and parents.