



Policy Document:

Whistle Blowing.

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The whistle blowing procedure aims to help and protect both staff¹ and children. By following the procedure, you are acting to:

- prevent a problem getting worse,
- safeguard children and young people, and
- reduce the potential risks to others.

The earlier you raise a concern, the easier and sooner it is possible for the setting to take action.

Introduction

The Meadows Day Care Centre is committed to the highest possible standards and recognises that its staff, students and volunteers are often the first to realise that there may be something wrong within the setting. However, they may not express their concerns because they feel that speaking up would be disloyal to their colleagues or they may fear harassment or victimisation. In these circumstances, it may be easier to ignore the concern rather than report what may just be a suspicion of malpractice.

The **Public Interest Disclosure Act 1998** protects workers who raise concerns from victimisation or harassment. In accordance with that Act and its commitment to the highest standards of service delivery, the setting *actively encourages its workers* with serious concerns about any aspect of the setting's practice or staff members conduct to come forward and voice those concerns, in confidence, within the setting rather than overlooking a problem.

Objective

The aim of this policy and associated procedures is to establish an internal procedure that will encourage and enable staff to raise serious concerns about any aspect of the setting's practice, (which do not meet the criteria for being dealt with as a complaint, grievance or allegation), in confidence and without fear of reprisals, to ensure that the setting continues to work within best practice and safeguard children and young people.

Scope

Concerns that should be raised via the Whistle Blowing Policy may be in relation to the actions/behaviours of other staff, students or volunteers, or about something that is perceived as:

- unlawful
- failing to comply with the setting's policy and procedures
- poor practice
- improper conduct.

Principles

This policy is based on the following fundamental principles:

- All staff, students and volunteers have the right to raise concerns about perceived unacceptable practice or behaviour.
- The responsibility for expressing concerns about unacceptable practice or behaviour rests with all staff.
- The setting will not tolerate harassment or victimisation and will take action to protect workers when they raise a concern in good faith.
- The setting will do its best to protect a whistle blower's identity when he/she raises a concern and does not want his/her name to be disclosed. However, if the concern raised needs to be

¹ Throughout this policy the term staff includes paid staff, volunteers and students.

addressed through another procedure, e.g., disciplinary procedure, the worker may be required to provide a signed statement as part of the evidence.

- In some circumstances the setting may have to disclose the identity of the worker without his/her consent, although this will be discussed with the worker first.
- Appropriate advice and support will be made available to staff.
- Those who raise concerns will be kept informed of the progress and outcome of any investigation.
- The setting will not tolerate malicious allegations, which may be considered a disciplinary offence.

Procedures

Procedures for reporting and investigating 'whistle blowing' concerns have been developed to ensure that:

- Staff or volunteers can raise concerns (no matter how small they may appear) internally as a matter of course, and receive feedback on any action taken.
- Concerns are taken seriously and dealt with quickly and appropriately.
- Staff are reassured that they will be protected from reprisals or victimisation for whistle blowing in good faith.
- Staff can take the matter further if they are dissatisfied with the setting response and seek external advice and guidance.
- Issues raised are addressed via other procedures and policies as appropriate, e.g., safeguarding policy, allegations against and adult working in a setting, grievance, disciplinary, health and safety.
- Appropriate records are maintained for monitoring purposes.

Raising a Concern

Staff should raise concerns with the manager or management committee. Concerns should be raised in writing and include:

- reference to the fact that it is a whistle blowing disclosure
- the background and history of the concerns
- names, dates and places (where possible)
- the reasons why the worker is concerned about the situation.

Staff who feel unable to put concerns in writing, can telephone or meet either the manager or a member of the management committee.

Who should you contact?

You should contact one of the following people in confidence:

- Yvonne Brown - Nursery Manager
- John Smith - Chair
- Lea Hodges - Deputy Nursery Manager

Investigation

The action taken will depend on the nature of the concern. All matters raised **with the exception of allegations of abuse against a staff member*, or criminal or unlawful activity** will be investigated internally.

The appropriate person/s will investigate the concerns thoroughly, ensuring that a written response can be provided **within ten working days**.

The response should include details of how the matter was investigated, conclusions drawn from the investigation, and whom to contact should the worker be unhappy with the response and wish to raise the matter.

If the investigation cannot be completed within the timescale above, the staff member should receive a response that indicates:

- progress to date
- how the matter is being dealt with
- how long it will take to provide a final response.

In order to protect individuals, initial enquiries (usually involving a meeting with the individual raising the concern), will be made to decide whether an investigation is appropriate and, if so, what form it should take. Concerns or allegations that raise issues that fall within the scope of other policies/procedures, will be addressed under those procedures.

Some concerns may be resolved at this initial stage simply, by agreed action or an explanation regarding the concern, without the need for further investigation.

If you do not feel that the complaint has been dealt with effectively or you still have concerns, you have a right to refer your concerns to Ofsted.

***Allegations against a person who work or volunteer in the setting with children**

An allegation may relate to a person who works or volunteers with children who:

- behaved in a way that has harmed a child, or may have harmed children
- possibly committed a criminal offence against or related to a child
- behaved towards a child or children in a way that indicates they may pose a risk of harm to children
- behaved or may have behaved in a way that indicates they may not be suitable to work with children.

If an allegation is made against a staff member or volunteer, the following action will be taken (as per the 'Allegation against a person who works or volunteers with children...what to do' flowchart and guidance as attached at the end of this policy and on the Staff noticeboard in the office):

- The setting will ensure the immediate safety of the children. **The Centre MUST NOT INVESTIGATE ANY ALLEGATION(S).**
- The Registered Person (committee Chairperson) contacts the Local Authority Designated Officer (LADO) 01223 727 967.
- The setting will notify Ofsted of a significant incident.
- LADO gathers information and consults with relevant professionals; LADO may require a referral form to be completed.
- The LADO decides if threshold is met.
- If threshold is met, LADO convenes an Allegations Management Meeting (AMM).
- Senior Adviser Intervention and Safeguarding (Early Years Service) will provide support throughout the process to the setting.

Useful contacts

Local Authority Designated Officer (LADO)	01223 727967
Ofsted	0300 123 1231
Early Years Named Senior Officer (Gemma Hope)	0300 123 1231 01223 714760

ADOPTION AND ANNUAL REVIEW OF THE POLICY

This policy was adopted on:..... - 14 November 2012
Signed:..... SK

This policy was reviewed/amended in:..... - November 2012
Signed:..... SK

This policy was reviewed/amended in:..... - November 2014
Signed:..... SK

This policy was reviewed/amended in:..... - June 2015
Signed:..... SK & JRS

This policy was reviewed/amended in:..... - July 2016
Signed:..... SK

This policy was reviewed/amended in:..... - September 2017
Signed:.....JRS

This policy was reviewed/amended in:..... - November 2018
Signed:..... SK

This policy was reviewed/amended in:..... - June 2019
Signed:..... SK

This policy was reviewed/amended in:..... - October 2020
Signed:..... SK

This policy was reviewed/amended in:..... - November 2021
Signed:..... SK

This policy was reviewed/amended in:..... - August 2023
Signed:.....JRS

This policy was reviewed/amended in:..... -
Signed:.....

Allegation against a person who works or volunteers with children ...what to do

An allegation may relate to a person who works or volunteers with children who has:

- behaved in a way that has harmed a child, or may have harmed a child
- possibly committed a criminal offence against or related to a child
 - behaved towards a child or children in a way that indicates they may pose a risk of harm to children
 - behaved or may have behaved in a way that indicates they may not be suitable to work with children

Allegation is made against an adult who works or volunteers in a childcare setting.

Is the child safe? Record everything. **Do not investigate.**

Registered Person contacts the Local Authority Designated Officer (LADO)
01223 727 967 and notifies Ofsted of significant event.

LADO gathers information and consults with relevant professionals,
LADO may require a referral form to be completed.

The LADO decides if threshold is met.

If threshold is met, LADO convenes an Allegations Management Meeting (AMM).

Senior Adviser Intervention and Safeguarding (Early Years Service)
will provide support throughout the process to the setting.