

Whistleblowing 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 damaged;
- 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 them with their manager/designated safeguarding lead.
2. Staff who are unable to raise the issue with their manager/designated safeguarding lead should raise the issue with their line manager's manager/designated officer, Grace Fullam
3. Ultimately, if an issue cannot be resolved and the member of staff believes a child remains at risk because the setting or the local authority has not responded appropriately, the NSPCC have introduced a whistle-blowing helpline for professionals 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

NSPCC whistleblowing advice line: Staff can call 0800 0280285 – 08:00 to 20:00, Monday to Friday and 09:00 to 18:00 at weekends.

The email address is: help@nspcc.org.uk.