



WHISTLE BLOWING POLICY

Long Bennington Pre-School

Registered Charity: 1157300

Safeguarding and Welfare Requirement: Child Protection

3.4. Providers must have and implement a policy and procedures to safeguard children. These should be in line with the guidance and procedures of the relevant Local Safeguarding Children Board (LSCB).

Long Bennington Pre-school is committed to the highest possible standards of openness, honesty and accountability. In line with commitment we encourage employees and others with serious concerns about any aspect of the settings' operations to come forward and voice those concerns. It is recognised that certain cases will have to proceed on a confidential basis. This policy document makes it clear that employees can do something without fear of reprisals. This whistle blowing policy is intended to encourage and enable employees to raise serious concerns within the setting rather than overlooking a problem or blowing the whistle outside.

Staff have the right and individual responsibility to raise any matters of concern regarding poor practice of work. Staff are responsible for the safety and wellbeing of all children attending the setting and this is priority over loyalty to colleagues.

General Principles

The policy is intended to:

- Encourage and enable individuals to raise genuine and legitimate concerns
- Support staff to take an active role in the elimination of poor practice that may affect the safety and wellbeing of any child within the setting
- Ensure concerns are appropriately investigated
- Protect those making the complaint from victimisation or retaliation

In addition to the whistle blowing policy, Long Bennington Pre-school has other policies and procedures covering discipline, grievance and complaints. This policy is intended to complement these, and to cover concerns that fall outside the scope of other procedures.

The management will investigate, promptly and thoroughly all concerns raised in accordance with this policy and will take appropriate action.

Confidentiality

The manager and committee will do its best to protect a person's identity when a concern is raised, however in some circumstances identities will have to be revealed to the person complained against and the complainant may be asked to provide written or verbal evidence in support of their complaint.

If a person's identity is to be disclosed, he or she will be told before the disclosure and the reasons why the disclosure is necessary.

Having raised the concerns the manager and committee will expect the complainant not to talk about it to any other person, inside or outside the setting.

Anonymous Complaints

Concerns expressed anonymously, are much less powerful and harder to investigate. However they may be considered. If an allegation is made in good faith but is not confirmed by the investigation, no action will be taken against the complainant. If, however an allegation proves to be malicious, action may be taken against the person responsible for the malicious act.

How to raise a concern

In the first instance, concerns should be raised with the manager. However this may not always be appropriate, in which case concerns should be raised with the committee.

Concerns are best raised in writing. You are invited to set out the background and history of the concern giving names, dates and places where possible, and the reason why you are particularly concerned. The earlier you express your concerns the easier it is to take action. If you do not wish to put the allegation in writing, the person to whom you are making the complaint will make a written record of the interview and will ask you to sign to confirm accuracy of the notes taken.

Although you will not be expected to prove the truth about your allegations, you will be required to demonstrate that there are sufficient grounds for your concerns.

All staff know that they can contact the NSPCC whistleblowing helpline if they feel that or organisation and the local authority have not taken appropriate action to safeguard a child and this has not been addressed satisfactorily through organisational escalation and professional challenge procedures.

- NSPCC whistleblowing helpline: 0800 028 0285 Email help@nspcc.org.uk

You should NOT:

- Investigate the matter yourself
- Alert those suspected of being involved
- Approach or accuse individuals
- Tell anyone other than the designated person/s (manager and/or committee)

Within a week of the receipt of your concern you will receive a written acknowledgement, of your concern with a copy of your statement where appropriate.

The manager and/or committee will investigate your concern and within 2 weeks you will be informed of what action is being taken and will be kept up to date on the progress of the investigation. You will also be informed of the outcome of any investigation. If you are not satisfied with the outcome of the investigation, you may elevate your concerns directly to the Birth to Five Service or Ofsted.

This policy was adopted by

Long Bennington Pre-school

On

21st November 2018

Date to be reviewed

November 2019

Signed on behalf of the provider

Name of signatory

Role of signatory (e.g. chair, director, owner)