

Home-Grown in Malvern **Whistle blowing policy**

What is Whistle blowing?

Whistle blowing encourages and enables staff to raise serious concerns within the nursery, rather than overlooking a problem or 'blowing the whistle' outside. Staff are often the first to realise that there is something wrong with the setting. However, they may not want to express their concerns as they feel that speaking up would be disloyal to their colleagues or to the nursery.

Our Commitment

Home-Grown in Malvern is committed to the highest possible standards of openness, and accountability. In line with that commitment we expect staff, and others that we deal with, who have serious concerns about any aspect of the setting's operation to come forward and voice those concerns.

Who does the Policy apply to?

The policy applies to all employees, permanent and temporary, bank staff, volunteers and work experience students.

The Aims of the Policy.

- To encourage you to feel confident in raising concerns and to question and act upon concerns about practice.
- To provide avenues for you to raise concerns in confidence and receive feedback on any action taken.
- To ensure that you receive a response to your concerns and that you are aware of how to pursue them if you are not satisfied.
- To reassure you that you will be protected from possible reprisals or victimisation if you have a reasonable belief that you have made a disclosure in good faith.

What types of concern are covered?

- Behaviour which has harmed, or may harm a child.

- Where there is a possibility that a member of staff has committed a criminal offence against a child or related to a child that has not been disclosed.
- Behaviour towards a child or children in a way that indicates that s/he is unsuitable to work with children.
- Conduct which is an offence or a breach of law.
- Failure to comply with a legal obligation.
- Health and safety risks, including risks to the public as well as other staff.
- Damage to the environment.
- Actions which are unprofessional, inappropriate or conflict with a general understanding of what is right and wrong.

Safeguards and Victimisation

Home-Grown in Malvern recognises that the decision to report a concern can be a difficult one to make. If what you are saying is true, you should have nothing to fear because you will be doing your duty to your employer and those for whom you provide a service.

Home-Grown in Malvern will not tolerate any harassment or victimisation (including informal pressures) and will take appropriate action to protect you when you raise a concern in good faith.

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.

This policy encourages you however to put your name to your concern whenever possible. Please note that:

- Staff must disclose the information in good faith.
- Staff must believe it to be substantially true.
- Staff must not act maliciously or make false allegations.

- Staff must not seek any personal gain.

How to Raise a Concern

As a first step, you should raise concerns with the setting manager, Denise Williams. In all cases that fit the criteria above, Denise will contact the Local Authority Designated Officer (LADO), John Hancock. He is responsible for all the management and oversight of individual cases and must be informed of all allegations or concerns relating to staff or volunteers that fit the criteria above. He will:-

- Provide advice and guidance to the setting
- Will liaise with Children's Social Care and other agencies
- Will monitor the progress of cases where necessary
- Will work to ensure that all allegations are dealt with appropriately

The contact number for the LADO is: 01905 843311.

- In an emergency call the police.

If the allegation is against the Director, advice from another member of Management should be sought, or John Hancock should be contacted directly. Alternatively, you can call Ofsted on 0300 123 3155, email them at whistleblowing@ofsted.gov.uk or write to them at:

WBHL, Ofsted, Piccadilly Gate, Store Street, Manchester, M1 2WD

The new whistleblowing advice line will offer support and guidance to anyone concerned about how child protection issues are being handled in their own or other organisations.

Run by the NSPCC with funding from the Home Office, the line is staffed Monday to Friday, from 8am to 8pm. The line has been set up in response to failures to protect children from sexual exploitation in Rotherham.

Whistleblowing advice line 0800 028 0285

Anyone can call the whistleblowing advice line if they are worried about how a concern about a child is being handled. Professionals are encouraged to call the helpline as soon as possible if they believe that:

- their own or another employer will cover it up
- their employer will treat them unfairly for complaining
- the concern hasn't been sorted out and they have already told them about it.

NSPCC's advice line provides free help and advice to people who suspect their organisation might be putting children at risk, even if they're not certain that this is the case. Users can call the advice line about current incidents, those that took place in the past, or if they believe it happen in the future.

The NSPCC stresses that the advice line is not intended to replace any current practices or responsibilities of organisations working with children. Professionals should follow procedures to raise any concerns about a child to their own employer in the first instance.

Signed:

Date reviewed: