

Child Protection Whistle Blowing Policy

In line with London Safeguarding Children Board and the London Child Protection Procedures, Wingle-Tye Pre-School 1 operates a whistle blowing policy.

All staff should be aware of this policy and feel confident to voice concerns about the attitudes or actions of colleagues; this includes contact and actions using mobile phones, social media, internet, email and chat.

If a member of staff has concerns that a colleague may have:

- 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 are unsuitable to work with children;

the staff member must speak to the Director/Manager within one working day.

The Director/Manager must report these concerns, within one working day, to the LADO –Local Authority Designated Officer- 01708 433584 or 01708 431663.

For confidential advice on how to raise a concern about malpractice at work; visit '*Public Concern at Work*' www.pcaaw.co.uk

Guidance

This guidance is written for all employees and volunteers working at Wingle-Tye Pre-school and should be read in conjunction with Wingle-Tye Pre-school Child Protection Policy.

Staff must acknowledge their individual responsibilities to bring matters of concern to the attention of their line manager. Although this can be difficult this is particularly important where the welfare of children and young people may be at risk.

You may be the first to recognise that something is wrong but may not feel able to express your concern out of a feeling that this would be disloyal to colleagues or you may fear harassment or victimisation. These feelings, however natural, must never result in a child or young person continuing to be unnecessarily at risk. Remember it is often the most vulnerable children or young people who are targeted. These children need someone like you to safeguard their welfare.

Don't think what if I am wrong – think what if I am right.

Reasons for whistle blowing

- Each individual has a responsibility for raising concerns about unacceptable practice or behaviour.
- To prevent the problem worsening or widening
- To protect or reduce risks to others
- To prevent becoming implicated yourself

What stops people from whistle blowing?

- Starting a chain of events which spirals
- Disrupting the work or project
- Fear of getting it wrong
- Fear of repercussions or damaging careers
- Fear of not being believed

How to raise a concern

- You should voice your concerns, suspicions or uneasiness and report to the Director/Manager within one working day.
- Try to pinpoint what practice is concerning you and why.
- Make sure you get a satisfactory response – don't let matters rest
- Put your concerns in writing to the Director
- A member of staff is not expected to prove the truth of an allegation but you will need to demonstrate sufficient grounds for the concern
- Your Manager or the Director offer you support.
- If your concern is regarding your Manager/Director then contact LADO directly.