

# Child Protection Whistle Blowing Policy

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

## **Purpose:**

This policy aims to provide a safe, confidential and supportive environment for staff to raise genuine concerns about wrongdoing or risks in the workplace, especially where the welfare of children is involved. 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.

## **Our commitment:**

We are committed to the highest standards of openness, integrity and accountability. Staff, volunteers and students on placement should be able to voice concerns in good faith without fear of dismissal, victimisation or other detrimental treatment.

## **What is whistleblowing?**

Whistleblowing is when you raise a concern about wrongdoing in the public interest. In an early years setting examples may include:

- Safeguarding concerns (neglect, abuse, unsafe practices)
- Failure to follow child protection policies
- Breaches of health and safety that put children or staff at risk
- Misuse of funds or resources
- Discrimination, harassment, or bullying
- Any illogical or unethical behavior

**This policy is not for individual grievances about employment – these should be raised under the staff grievance procedure.**

- Speaking Up – Your responsibilities if you witness or suspect wrongdoing
- Act promptly – don't wait for proof
- Be factual – give clear details (dates, times, incidents)

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.

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 follow the reporting procedure below within one working day.

### **How to Raise a Concern**

You can raise a concern verbally or in writing to your line Manager, the Designated Safeguarding Lead (Karen Whitehouse for Wingle-Tye 1 and Lisa Davis for Wingle-Tye 2 or the Directors (Lisa Collin Susan Crossley)

Try to pinpoint what practice is concerning you and why.

Make sure you get a satisfactory response – don't let matters rest.

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 will offer you support.

If you believe the concern involves the Manager, Designated Safeguarding Lead or Director or you feel unable to raise it internally, you can contact:

Local Authority Designated Officer (LADO) – Lisa Kennedy -01708 431653

Ofsted -0300 123 1231

NSPCC Whistleblowing Helpline -0800 028 0285

### **Confidentiality:**

All whistleblowing concerns will be handled sensitively and where possible confidentially.

Your identity will only be shared if required by law or for safeguarding purposes and you will be informed beforehand.