

WINSTON HOUSE PREPARATORY KINDERGARTEN WHISTLE BLOWING POLICY

This Policy should be read with the;

- **Safeguarding Children Child Protection Policy**
- **Safer Recruitment Policy**

Author: SLT
Reviewed: March 2018
Next Review Due: March 2019

WHISTLE BLOWING

This guidance is written for staff working with children and young people.

Staff must acknowledge their individual responsibility to bring matters of concern to the attention of senior management and/or relevant agencies. Although this can be difficult this is particularly important where the welfare of children may be at risk.

You may be the first to recognize that something is wrong but may not feel able to express your concerns out of a feeling that this would be disloyal to colleagues or you may fear harassment or victimization. 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 person who is targeted. These children need someone like you to safeguard their welfare.

Don't think what if I'm wrong - think what if I'm 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

- Fear of starting a chain of events which spirals out of control
- 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 as soon as you feel you can. The earlier a concern is expressed the easier and sooner action can be taken

• Try to pinpoint exactly what practice is concerning you and why. Head/ Setting Manger is the Whistleblowing Officer who will normally be the first point of contact for raising these issues.

• if she is not available you may approach your immediate manager, Designated safeguarding lead for Child Protection, or Owner/manager or LA for guidance

• If your concern is about your immediate manager/Owner, speak to the DSL or if you feel you need to take it to someone outside the setting, contact LADO.

• Make sure you get a satisfactory response - don't let matters rest

• Ideally, you should put your concerns in writing, outlining the background and history, giving names, dates and places wherever you can

• Individuals will not be protected from the consequences of making a disclosure if, by doing so, they commit a criminal offence.

- **A member of staff is not expected to prove the truth of an allegation but will need to demonstrate sufficient grounds for the concern.**

¹Staff includes any adult, paid or voluntary, who works in the setting.

What happens next

- You should be given information on the nature and progress of any enquiries
- Your employer has a responsibility to protect you from harassment or victimization.
- No action will be taken against you if the concern proves to be unfounded and was raised in good faith
- Malicious allegations may be considered as a disciplinary offence

Self-reporting

There may be occasions where a member of staff has a personal difficulty, perhaps a physical or mental health problem, which they know to be impinging on their professional competence. Staff have a responsibility to discuss such a situation with their line manager so professional and personal support can be offered to the member of staff concerned. Whilst such reporting will remain confidential in most instances, this cannot be guaranteed where personal difficulties raise concerns about the welfare or safety of children.