

Staff Whistle Blowing Policy

Organisations must have in place clear whistleblowing procedures

Working together 2015 pg. 53

Providers must train all staff to understand their safeguarding policy and procedure and to respond in a timely way to inappropriate behaviour displayed by other members of staff.

EYFS statutory guidance pg. 17



Our policy for Whistle Blowing:

We believe:

Our policy reflects the principles in Sir Robert Francis's Freedom to Speak up Review

On occasions someone who works with children can behave in a way that causes their colleagues or management anxieties. Such behaviours may include the failure to understand or appreciate how his or her own actions or those of others could adversely impact upon the safety and well-being of a child; inability to make sound professional judgements which safeguard the welfare of children; failure to understand or recognise the need for clear personal and professional boundaries in his or her work; behaved in a way in his or her personal life which could put children at risk of harm; become the subject of criminal proceedings not relating to a child

Our Nursery staff will often be the first to notice if there is something seriously wrong within the setting. Sometimes it may seem difficult to speak up because of feelings of disloyalty, or because of a fear of harassment or victimisation. We promote a culture of safety and raising concerns which is free from bullying and operate in an open and transparent way

We expect the highest standards of behaviour and all employees have a responsibility to voice any concerns they have, normally with the manager Joanne Alvy

Our procedures for whistle blowing:

This Whistle blowing procedure is independent and confidential. It can be anonymous if you wish. We will make sure that you will not be victimised or suffer disadvantage if you report your genuine concerns.

It allows employees to bring to the attention of those who can make a difference any practice which they believe or suspect:

- Is unlawful / a criminal offence
- Is a serious breach of Little Rainbows policies, procedures and rules
- Falls substantially below established standards of practice amounts to improper conduct
- Attempt to conceal any information relating to any of the above

This procedure is not to be used if you are generally dissatisfied at work. If you make any allegations maliciously or for personal gain, you may be disciplined.

How to raise a concern:

Through your manager Joanne Alvy, who **MUST** report the concern onto the LADO within **one working day**

Normally you should first speak to your immediate manager. But if you feel that you can't do this – for example if you believe that they are involved – then you should speak directly to the LADO or report your concerns through

KeysReporting@kirklees.gov.uk

Anyone with concerns about a person's suitability to work with children should contact the LADO for advice and guidance.

For LADO advice, information and referrals please complete the [LADO Referral Form](#) and return to CPRU.Reports@kirklees.gcsx.gov.uk and the Designated Officer will contact you in due course. The LADO can also be contacted in emergencies at the Child Protection and Review Unit on 01484 221000.

How your concerns will be dealt with

All allegations will be investigated: how and by who depends on how serious they are and who they involve. The investigation may be handled internally, with the support of the LADO or past to external agencies such as the police or social care on the advice of the LADO

We will let you know the outcome of the investigation, so that you can see that the matter has been properly addressed.

Training and support will be offered throughout the investigation to all involved.

Ofsted **MUST** be contacted with details of the allegation and the actions that were taken within 14 days.