



Safeguarding Children – Whistle blowing

Our setting safeguards and promotes the welfare of all children in our care. This whistle blowing policy is in place to support this and all staff are made aware of this at the initial staff induction and are clear what behaviour is expected and what is not acceptable.

We aim to create a culture of safe working practice where all staff recognise and acknowledge that they are free, able and encouraged to express concerns they may have about childcare practice within our setting.

All staff must acknowledge their individual duty to bring matters of concern to the attention of their senior manager. Although this can be difficult this is particularly important where the welfare of children may be at risk

Staff members within the setting may be the first to recognise that something is wrong; however they may not be able to express their concerns out of feeling disloyal to colleagues or fear of harassment and victimisation. These feelings, however natural must never result in a child being put at risk.

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 problems worsening or widening.

- To prevent and reduce risk to others.
- To prevent becoming implicated yourself.

What stops people from whistle blowing

- Starting a chain of events which spirals
- Disrupting work
- 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 the concern is expressed the easier and sooner action can be taken.
- Try to pinpoint what practice is concerning you and why.
- Give names, dates and places where you can.
- A member of staff is not expected to prove the truth of an allegation but will need to demonstrate sufficient grounds for the concern.
- Approach your immediate manager or contact the Families Information Service Hub (FISH) telephone number : 01482 396469
- Or you can contact Ofsted. Ofsted Whistle Blowing 03001233155
- If you are still not satisfied, you may wish to contact Public Concern At Work (02074046609) or email helpline@pcaw.co.uk an independent charity, which provides free advice for persons who wish to express concern about fraud and other serious malpractice.

What happens next?

- You will be given information on the progress of any enquiries.
- Every step will be taken to ensure you are protected from harassment or victimisation.
- No action will be taken against you if the concerns prove to be unfounded and was raised in good faith.
- Malicious allegations may be considered as a disciplinary offence.

It is recognised that whistle blowing can be stressful.

Advice and support is available from your line manager or you may wish to discuss concerns with an Early Years Development Advisor.

The Families Information Service Hub (FISH) has responsibility for co-ordinating the signposting of safeguarding support calls to the Early Years Development Advisors and is the first point of contact.

If you need to talk to an EYDA telephone FISH on : 01482 396469

This procedure does not replace your allegations against a member of staff procedure. If you believe a person has:

- Behaved in a way that has harmed or may have harmed a child.
- Possibly committed a criminal offence related to a child.
- Behaved towards a child in way that indicates s/he is unsuitable to work with children.

The East Riding Safeguarding Children Partnership (ERSCP) allegations against a member of staff procedure must be followed.

This policy was adopted for Pollington-Balne Preschool

Date.....

Review Date.....

Signed.....

Role of Signatory.....