

1.3 Whistle Blowing Policy

Policy Statement

The Whistle Blowing Policy is a protection for all within the company including staff and children. Whistle blowing is a way of eliminating any bad practice and for staff, service users and visitors, to express their concerns about any practice that they may see or think they have seen.

The aim of the Whistle Blowing Policy is to ensure that everyone is comfortable in the setting and to encourage everyone to feel confident in raising concerns.

How to raise a concern

Any concerns should be reported verbally or in writing with as much detail as possible giving an account of incident, dates, times and any witnesses. Your concerns should initially be raised with your supervisor, if this is not possible, then to the next designated authority as listed below.

1. Manager or Deputy
2. Ann and Dave Walmsley (Nursery Proprietors) 07791412770/
07817420831
3. Catherine Isherwood (Safeguarding Officer)- 07909001430 to seek advice
4. Local Area Designated Officer (Tim Booth)- 01772 536694 to seek advice
5. OFSTED- 0300 123 1231
6. OFSTED Whistle Blowing Hotline- 0300 123 3155

Area of Concern

- Inappropriate behaviour, language or body language towards child/adult
- Using inappropriate language that is of a sexual nature or meaning in front of the children
- Bullying of children or staff
- Not giving children enough time to respond to questioning
- Withholding affection/ love from a child
- Consistent shouting at the children
- Threatening or demeaning a child
- Being over protective of a child
- Undermining a child/staffs self-confidence/ esteem which prevents the child/staff developing positive self image

- Not meeting child's basic needs while in our care
- Leaving children unsupervised, which could cause the child to be in danger or in appropriate for their development
- Causing physical harm to a child
- Failing to prevent or report injury/ accidents
- Staff having inappropriate material on mobile phone
- Staff not taking measures to protect themselves against allegations of abuse as stated in the settings policies and procedures

This list is not exhaustive

Anyone making a complaint, allegation or expressing concern whether they are staff, service users or visitors, are reassured that:

1. They will be taken seriously
2. Their comments will be treated confidentially as far as possible
3. They will be given support
4. They will be treated in a fair and equitable manner
5. They will be kept informed of any actions that have taken place

If a complaint, allegation or concern is unfounded no action will be taken against the whistle blower, but if is founded to be malicious or that of no purpose than to cause trouble or annoyance without good reason to discredit the nursery then disciplinary action will proceed which may result in dismissal. `