



Busy Bee Preschool Millbrook

EY555386

Safeguarding children

1.8 Whistle Blowing Policy

Whistle blowing is the term used when someone who works in or for an organisation wishes to raise concerns about malpractice, wrongdoing, illegality or risk in the organisation (for example, crimes, civil offences, safeguarding, dangers to health and safety), and/or the cover up of any of these within the work place.

- Staff will inform the manager of any instances of unsatisfactory practice that they observe while working in the preschool.
- If the abuse is concerning the manager, staff will report the concern to the deputy manager, who must report directly to the Local Authority Designated Officer.
- It is every staff member's duty to report any concern, regarding the safety and wellbeing of a child, to the manager immediately.
- Staff will be encouraged to discuss any concerns they have during supervisions, appraisals etc.
- The manager operates an open-door policy for all staff and this is made clear to all staff, to enable them to express concerns at any time.
- If the member of staff wishes, they may take another employee with them as a witness or for support.
- Anonymous reporting sheets are part of every staff member's portfolio, to allow them to comment without fear of retribution from other staff members. These can be posted to
39 Jersey Close, Lordshill, Southampton, SO169PW

- Although employees are not expected to prove beyond doubt the truth of an allegation, they will need to demonstrate to the manager that there are reasonable grounds for concern
- Where appropriate, the matters raised may:
 - Be investigated by management and senior staff
 - Be referred directly to the L.A.D.O. Sue Sevier
Telephone 07789616092/02380915539 – sue.sevier@southampton.gov.uk
 - Be referred to Ofsted and the police.
 - A follow up and feedback of outcome to the concerned person will be completed within 2 weeks.

If staff feel this is still unsatisfactory and have continued concerns they can contact

- LADO – Sue Sevier
Telephone 07789616092/02380915539 – sue.sevier@southampton.gov.uk

- OFSTED
Call 0300 123 3155 (Monday – Friday from 8 am – 6 pm)
E-mail Ofsted at whistle.blowing@ofsted.gov.uk
Write to Ofsted at: WBHL Ofsted, Piccadilly Gate, Store Street, Manchester M1 2WD
- NSPCC whistleblowing advice line
Call 0800 028 0285
E-mail help@nspcc.org.uk
- Call Public Concern at work advice line 020311725520

Whilst confidentiality cannot be guaranteed, we will be sensitive to and aware of staff relationships. There will be no discrimination or recrimination against any individual for bringing any matter of concern to the attention of the manager. It is important that even minor concerns are reported which, often enable problems to be resolved before they become major issues. Anonymous disclosures are very difficult to act upon as there may be little or no corroborated evidence to substantiate the allegations. In addition, proper investigation may prove impossible if the investigator cannot obtain further information from the individual disclosing. All concerns will be treated in confidence and will only be shared on a need to know basis, however there may be circumstances in which it is necessary to disclose a identity as a witness. Also, in order not to jeopardise the investigation the person making the allegation is required to keep the concern raised and those individuals involved confidential.

This policy was adopted at a meeting of
Held on
ate to be reviewed

Busy Bee Preschool Millbrook

19/07/2019

19/07/2020

Signed by provider
Name of signatory
Role of signatory

Lisa Floyd
