

# Nursery Childcare Policy - Whistleblowing

**Relating to:** Safeguarding

**Document reference:** SHCPolNur25

**Document owner:** Nursery Manager

**Date of approval:** 25 January 2024

**Date of next review:** 25 January 2025

## Policy Statement

Whistleblowing is raising a concern about malpractice within an organisation. Making a disclosure in the public interest (Whistleblowing) is essential for keeping children safe in the setting and to ensure good quality practice. St Helens College Nursery is committed to safeguarding the children in our care and supporting the staff to feel confident in being able to raise concerns they may have about the setting.

This policy provides individuals in the workplace with protection from victimisation or punishment should they raise a genuine concern about misconduct or malpractice in the setting. The policy is underpinned by the Public Interest Disclosure Act 1998 in order to promote good practice and accountability in the public interest. The Act covers behaviour which amounts to:

- A criminal offence
- Failure to comply with any legal obligation.
- A miscarriage of justice
- Danger to health and safety of an individual and/or environment
- Bullying, humiliation, discrimination, poor practice, unsafe practice, abuse, or neglect
- Deliberate concealment of any of the above

If any issue is raised which suggests a child may be at risk of significant harm this will be managed through our Safeguarding Procedure. This policy is not intended to be a substitute to the College Complaints Procedure. It is designed to nurture a culture of openness within the setting, which makes it safe and acceptable for employees and students to be able to raise a concern they may have about malpractice and misconduct.

An employee or student wishing to raise such a concern would normally report the matter to the Manager/Safeguarding Lead. The conversation will be recorded and signed by both parties. The matter will then be investigated. This will include involvement from the Colleges Safeguarding Team and may include the involvement of outside agencies such as the LADO. You will be kept informed of timescales and the outcome of any investigation.

Concerns should be investigated and resolved as quickly as possible. If an employee or student feels that the matter cannot be discussed with the Manager/Safeguarding Lead, then OFSTED should be contacted by email: [whistleblowing@ofsted.gov.uk](mailto:whistleblowing@ofsted.gov.uk) or by phone on 0300 123 1231. Other important contact numbers: St Helens Contact Centre 01744 676767 LADO complete LADO referral form online and email securely to [sthelenslado@sthelens.gov.uk](mailto:sthelenslado@sthelens.gov.uk) and the follow up with a phone call to the Safeguarding Children Unit 01744 671262 within one day of the allegation.

A disclosure in good faith to the manager/Safeguarding Lead will be protected. Confidentiality will be maintained where possible and the employee or student will not suffer any personal ramifications as a result of raising any genuine concerns about misconduct or malpractice within the setting. Any fabricated or malicious allegations will be dealt with through the College Disciplinary Procedure.

## **Scope of the Policy**

This policy applies to all parents, children, and staff of the Childcare Facility

## **Associated Policies**

- Safeguarding & Child Protection
- Equality & Inclusion
- Managing Children's Behaviour
- Health & Safety
- Special Educational Needs
- Communication
- Record Keeping & Confidentiality
- Working In Partnership with other Agencies
- Data Protection & Sharing of Information
- Supervisions
- Staff Behaviour
- Medications & Ill Health
- Visits & Outings
- Code of Conduct for Parents, Guardians, Visitors & Contractors
- Maintaining Children's Safety & Security on the Premises
- Induction of Staff & Students
- Intimate Care
- Dummies
- Nappy Changing
- Staff Behaviour
- Internet Use
- Education & Curriculum

## **Access to the Policy**

This Policy will be issued to all Childcare Practitioners and made available to the users of the Childcare Facility. A copy of all policies & Procedures will be kept in the Managers office and in the reception area for parents/carers to access.

## **Post Holder to Contact**

Director of student Services.