



Whistleblowing Policy

Policy Statement

Our setting is committed to maintaining the highest standards of safeguarding and professional practice. Staff have a responsibility to raise concerns if they believe that a child's welfare is at risk or if there are concerns about unsafe or inappropriate practice within the setting.

Whistleblowing is the process of reporting concerns about wrongdoing or unsafe practice. Staff will be supported and protected when raising concerns in good faith.

Purpose of the Policy

This policy aims to:

- encourage staff to report concerns
 - ensure concerns are taken seriously and investigated appropriately
 - protect staff who raise concerns in good faith
 - ensure the safety and wellbeing of children
-

What Should Be Reported

Staff should report concerns if they believe:

- a child may be at risk of harm or abuse
- safeguarding procedures are not being followed
- a colleague is behaving inappropriately towards children
- there is unsafe or illegal practice within the setting
- policies or professional standards are not being followed

Concerns should always be raised if a child's safety may be affected.

Raising a Concern

Staff should normally raise concerns with:

- the **setting manager**, or
- the **Designated Safeguarding Lead (DSL)**

The concern should be recorded clearly, including details of what has been observed or heard.

If the Concern Involves the Manager

If the concern involves the manager or the staff member feels unable to raise the concern internally, they may contact:

- the **Local Authority Designated Officer (LADO)**
- **Ofsted**
- the local authority safeguarding team

Staff should never ignore a concern because they feel uncomfortable reporting it.

Confidentiality

Concerns raised under this policy will be treated seriously and confidentially wherever possible.

The identity of the person raising the concern will be protected unless disclosure is required by law.

Protection for Staff

Staff who raise concerns in good faith will not suffer discrimination, victimisation or disciplinary action.

Raising concerns responsibly is considered a professional duty and helps protect children and the setting.

Malicious Allegations

If a concern is raised maliciously or knowingly false, this may result in disciplinary action. However, concerns raised in good faith will always be taken seriously.

Policy Review

This policy will be reviewed annually or when legislation or guidance changes.