



SHANKLEA EYFS

Whistle Blowing Policy and Procedure

Policy Control Details			
Date policy approved:	September 2020		
Prepared by:	Helen Brown	Signature	Date
Approved for issue by:	Gareth Pearson	Signature	Date
Review period:	1 year		
Review required by:	September 2021		
Responsibility for review:	EYFS Manager		

Whistle Blowing Policy and Procedure

This applies to all staff members/volunteers/students/visitors. Any individual who has reasonable suspicion of malpractice should inform the managers immediately. If they do not feel this is the appropriate person they should approach Mrs H Brown the designated child protection officer/Ofsted/ /Local Authority.

It is recognised for some people that this can be a daunting and difficult experience.

All reports will be investigated.

All reports will be dealt with in confidence, to include only those staff on a “need to know” basis.

Whistle Blowing @ Ofsted Hotline

To contact the hotline call 0300 123 3155 (Monday to Friday from 08:00 – 18:00), email whistleblowing@ofsted.gov.uk or write to WBHL, Ofsted, Royal Exchange Buildings, St Ann’s Square, Manchester, M2 7LA.

A charity called “Public Concern at Work” give free and confidential advice and can help you to decide whether and/or how to raise your concerns at work first. You can call Public Concern at Work on 020 7404 6609, email helpline@pcaw.co.uk or visit www.pcaw.co.uk/law/uklegislation.htm for useful information about whistle blowing.

Safeguarding Procedure

We will follow the procedures set out by the Local Safeguarding Children’s Board and take account of guidance issued by the DCSF. We also have a copy of “What to do if you’re worried a child is being abused” for parents and staff to be familiar with. If we have any reason to believe that a child is subject to either physical, emotional, sexual abuse or neglect, we will **immediately** report any suspicions of abuse to the Single Point of Access Team Child Protection Duty Officer at **Social Services** on 01670 629600 (or 01670 822386 out of hours.)

We will where possible ask the parents for an explanation providing it does not put the child at immediate risk.

Allegations Against a Member of the Family or Member of Staff

The EYFS states page 22 of statutory framework: Registered providers must inform Ofsted of these allegations as soon as reasonably practical at the latest within 14 days of the allegations being made. A registered provider, who without reasonable excuse fails to comply with this requirement, commits an offence.

An allegation of child abuse made against the member of the family/staff may come from a parent, another member of staff or from a child’s disclosure.

Shanklea Pre School will:

- Report such allegations in the same way as any other child protection referral.
- Record the details that give cause for concern.
- Contact Social Services Initial Response Team for advice or further guidance.
- The designated child protection officer and the Nursery leaders will be informed.
- Due to the serious nature of the concerns, the disciplinary procedures must be investigated and the member of staff suspended until a full investigation has taken place.

- No further disciplinary action will be taken until the outcome of the investigation is known.
- Social Services Initial Response Team and the Police will carry out the investigation in the usual way.
- The Nursery leaders/staff will fully co-operate with the process.
- The member of staff will be fully supported and treated with respect whilst suspended.
- If it appears from the results of the investigations that the allegations have been justified then disciplinary action will follow. This will be done in full consultation with the Head Teacher, EYFS leaders and with legal advice.
- Where it seems likely that “on balance of probabilities” abuse may have taken place, then the setting is able in law to dismiss the individual and refer them to the PoCA list.
- If the result of the investigation is that it was a false allegation, the individual will be given the appropriate support.
- Ofsted will be kept informed of the investigation throughout. Telephone 0300 123 1231.

