**WHISTLE BLOWING POLICY**

## Statement of Intent

At West Wycombe preschool it is essential that all children, staff & parents feel safe. This policy details the actions taken if a staff member feels the necessity to upscale a concern within the team.

## Aim

To empower staff to upscale a concern regarding a team member, to help & protect staff & children. By following the procedure you are acting to prevent a problem getting worse, safeguard children & reduce potential risk to others.

**Methods**

* If any adults suspect that a member of the pre-school staff has been involved in any form of abuse involving a child & decides to whistle blow the situation that is their duty & their right. These suspicions should be reported in the first instance to the designated person for child protection within the setting. If the concern was to involve that person, the matter should be raised with the committee's safeguarding officer, Susie Chester in the strictest confidence.
* Staff may choose not express their concerns because they feel that speaking up would be disloyal to their colleagues, therefore the whistle blowing policy is in place to provide anonymity.
* Concerns that should be raised via the Whistleblowing Policy may be in relation to the actions/behaviours of other staff, students or volunteers, or about something that is perceived as: unlawful/failing to comply with the setting’s policy and procedures/poor practice/improper conduct.
* If the whistleblowing concern has been brought to the attention of the pre-school manager who is the Child Protection Officer or a member of the committee the allegation will be upscaled to the LADO.
* If the whistleblower feels unable to speak with either of these people, they should raise their concerns directly with the Local Authority Designated Officer
* **LADO:** Tel: 01296 382070
* Ofsted helpline for whistle blowing. Tel: 0300 123 1231 or by emailing secure-LADO@buckscc.gov.uk

LADO’s opening hours are 9-5:30 Monday to Thursday, 9-5 on a Friday.

Other channels open to staff to report whistleblowing are:

NSPCC 0800 0280285 / help@nspcc.org.uk

* Any issues regarding, but not limited to theft or inappropriate &/or threatening behaviours should also follow the whistle blowing policy.
* There are appropriate whistleblowing procedures in place for staff to raise concerns about poor or unsafe practice in the setting’s safeguarding provision. This includes when/how to report concerns & the process that will be followed. Staff must know that concerns will be taken seriously by the senior leadership team & that processes will be followed after a staff member reports concerns.

**How will a member of staff proceed with a concern?**

* Record their concerns in writing/digitally
* Approach the setting’s DSL or manager (if the concern involves these people, either approach the chairperson or LADO as detailed above)
* Share their concerns without the fear of judgement or opinion
* Understand the next steps: what happens, how that happens & when an outcome will be expected.
* Feel confident that their findings will be treated with respect & thoughtfully

**Actions**

* The staff member accused will be informed of the allegation & removed from the setting, pending further investigation.
* LADO will be informed & their protocol will be followed. Ofsted will also be notified.
* Support will be offered to the staff member, however the children remain our priority.

Records will be kept of the allegation & of further proceedings. These will remain confidential under safeguarding guidelines.

This whistle blowing policy was written for West Wycombe preschool in September 2015

Reviewed and amended in June 2025