

Staff Whistleblowing Policy



Grass Roots Nursery Group: Whistleblowing

Purpose:

This policy outlines procedures for reporting suspected wrongdoing at Grass Roots Nursery Group, ensuring the safety and well-being of children.

Key Principles:

- **Safeguarding Children:** Prioritise the protection of children by encouraging the reporting of suspected abuse or misconduct.
- **Open Communication:** Foster a culture of open communication and encourage staff to raise concerns without fear of reprisal.
- **Confidentiality:** Maintain the confidentiality of concerns raised in accordance with data protection regulations.

What is Whistleblowing?

Whistleblowing is reporting any suspected wrongdoing that may put children at risk. This includes:

- **Unsafe practices:** Actions or behaviours that could harm a child's safety or well-being.
- **Breach of policy:** Violations of Grass Roots policies and procedures.
- **Improper conduct:** Unethical behaviour by staff members.
- **Neglect:** Failure to provide proper care for a child.

How to Raise a Concern:

There are several ways to raise a concern:

- **Executive Nursery Manager:** You can directly report your concerns to Lucy Pottinger, who is obligated to report serious concerns to the LADO within one working day.
- **Local Authority Designated Officer (LADO):** You can bypass internal reporting and contact Sam Saxby-Brown, the LADO, directly for advice and guidance.
- **Ofsted:** You can report concerns anonymously to Ofsted through their whistleblower hotline, email, or postal address.

Calderdale LADO: 01422 394055/07596 888147 and email: ladoadmin@calderdale.gov.uk

OFSTED Telephone: Whistleblowing Hotline (0300 1233155). It is staffed from 8am – 6pm, Monday – Friday.

Email: whistleblowing@ofsted.gov.uk

Post: WBHL, Ofsted, Piccadilly Gate, Store Street, Manchester, M1 2WD.

Ofsted provides guidance on how to make complaints about a childcare provider: Complaints procedure - Ofsted - GOV.UK

NSPCC whistleblowing advice line is available. Staff can call

0800 0280285 – 08:00 to 20:00, Monday to Friday and 09:00 to 18:00 on weekends. The email address is: help@nspcc.org.uk.

Alternatively, staff can write to: National Society for the Prevention of Cruelty to Children (NSPCC), Weston House, 42 Curtain Road, London EC2A 3NH.

- General guidance on whistleblowing can be found via: Whistleblowing for employees.
<https://www.gov.uk/whistleblowing>

Confidentiality:

We will treat all concerns raised confidentially to the best of our ability, subject to legal requirements and the need to protect children.

Investigations:

All concerns will be taken seriously and investigated thoroughly. The investigation process may involve internal or external agencies depending on the severity of the allegation.

Support:

We offer training and support to all parties involved throughout the investigation process.

Outcomes:

You will be informed of the investigation's outcome and the actions taken. If you feel the matter hasn't been addressed adequately, you can directly contact the LADO or Ofsted.

Important Notes:

- This policy is not intended for general workplace grievances.
- Malicious allegations made for personal gain may lead to disciplinary action.
- Reporting concerns in good faith is protected by law.

By following this policy, we can ensure a safe and secure environment for children at Grass Roots Private Nursery Group.