

Organisation

Whistle Blowing

Policy statement

Staff must acknowledge their individual responsibilities to bring matters of concern to the attention of the Pre School Manager and Chair of the Committee. Although this can be difficult this is particularly important where the welfare of children may be at risk.

You may be the first to recognise that something is wrong but may not feel able to express your concern out of a feeling that this would be disloyal to colleagues or you may fear harassment or victimisation. These feelings, however natural, must never result in a child or young person continuing to be unnecessarily at risk. Remember it is often the most vulnerable children or young people who are targeted. These children need someone like you to safeguard their welfare: Don't think what if I am wrong, think what if I am right.

EYFS key themes and commitments

A Unique Child	Positive Relationships	Enabling Environments	Learning and Development
1.3 Keeping safe	2.1 Respecting each other 2.2 Parents as partners	3.4 The wider context	4.4 Personal, social and emotional development

This Policy was adopted at a meeting of Wellow Under Fives Preschool

Held On	6 th December 2011
Date to be reviewed	December 2012
Signed on behalf of the management committee	
Name of signatory	Rob Blakemore
Role of signatory	Chairperson

Procedures

Reasons for whistleblowing

- Each individual has a responsibility for raising concerns about unacceptable practice or behaviour:
- To prevent the problem worsening or widening.
- To protect or reduce risks to others.
- To prevent becoming implicated yourself.

What stops people from whistleblowing?

- Starting a chain of events which spirals.
- Disrupting the work or project.
- Fear of getting it wrong.
- Fear of repercussions or damaging careers.
- Fear of not being believed.

How to raise a concern

- You should voice your concerns, suspicions or uneasiness as soon as you feel you can. The earlier a concern is expressed the easier and sooner it is possible for action to be taken.
- Try to pinpoint what practice is concerning you and why.
- Approach someone you trust and who you believe will respond.
- Make sure you get a satisfactory response—don't let matters rest.
- Put your concerns in writing on a Confidential Incident Record form.
- Discuss your concerns with the Manager or Committee Chair
- A member of staff is not expected to prove the truth of an allegation but you will need to demonstrate sufficient grounds for the concern.
- The Manager and or Chair will undertake an investigation into your concerns and offer you support.
- If there was any concern of that harm to a child had taken place, the matter would be taken very seriously and the Safeguarding Policy and Child Protection would be followed as a matter of urgency.

People to contact

The Manager : Julie Jager

Committee Chair: Rob Blakemore