



## Whistleblowing procedure

**Designated Lead Practitioner at Kiddie Kapers Neighbourhood Nursery:** Tracy Wratten, Fliss Smissen and Samantha Jones

**Designated Lead Practitioner at Little Rays Day Nursery:** Tracy Wratten, Emma Stockwell, Claire Giles

### **This Policy Links to:**

The Early Years Foundation Stage (DfE2014) Statutory Framework- Settling the standards for learning, development and care for children from birth to five.

Other Nursery policies: Child Protection Children Policy Confidentiality Policy Safer Recruitment Student and Volunteer Visitors Policy Staff Policy

### **POLICY STATEMENT**

- The nursery is committed to maintaining the highest possible standard of openness, reflective practise and accountability.
- In line with this commitment we expect employees, and other that we deal with, who have serious concerns about any aspect of the Nursery's work to come forward and voice those concerns. We expect our staff to act in a professional manner t all time.

### **WHISTLEBLOWING**

- Whistle blowing encourages and enables Staff to raise serious concerns within the Nursery rather than overlooking a problem or 'blowing the whistle' outside.
- Staffs are often the first to realise that there is something seriously wrong with another colleague or aspect of the setting. However, they may not express their concerns as they feel that speaking up would be disloyal to their colleges or to their nursery.
- Staff may also fear harassment or victimisation. In these circumstances it may be easier to ignore to concern rather than report what may just be a suspicion of malpractice.

### **THIS POLICY**

This policy is intended to encourage staff (paid and volunteer), students and others to report suspected or actual occurrence(s) of illegal, unethical or inappropriate events, behaviours or practices without retribution. It is recognised that most cases will have to proceed on a confidential basis.

## **WHISTLEBLOWING PROCEDURE**

- At the earliest opportunity the Whistle blower should promptly report the suspected or actual event to the Manager or the Business Manager.
- In the event of a concern being raised against the manager, concerns are to be raised with The Business Manager or the Chair of the Board of Directors Sharon Harwood:  
[sharon.hardwood@te.com](mailto:sharon.hardwood@te.com) 07867373878

## **EXAMPLES OF SITUATIONS**

- The whistleblowing policy is intended to cover major concerns that fall outside the scope of other procedures including:
- Conduct which is an offence or breach of law, or likely to be committed, including damage to the environment.
- A person who has failed, or likely to fail to comply with any legal obligation to which they are subject to ( e.g. EYFS Statutory Framework)