



## **Whistleblowing Policy**

### **Policy Statement:**

Staff will acknowledge their individual responsibilities to bring matters of concern to the attention of management. Although this can be difficult, this is particularly important where the welfare of children may be at risk. Staff may not feel able to express concerns out of a feeling that this would be disloyal to colleagues. These feelings are natural but must never result in a child continuing to be unnecessarily at risk. If a matter arises within the setting that a member of staff believes another member of staff has acted inappropriately, they will have a duty to report it.

### **Reasons for whistleblowing:**

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

### **Raising a concern:**

- Staff will raise concerns as soon as they feel they can. The earlier a concern is expressed the sooner it is possible for intervention.
- Staff will try to pinpoint what practice is concerning them and why.
- Staff will approach someone in the management team that is trusted.
- Staff will expect a satisfactory response. Staff will ensure the matter is being dealt with appropriately.
- Staff will not be expected to prove the truth of an allegation, but will need to demonstrate sufficient grounds for the concern.
- The manager will undertake an investigation into the concerns raised and offer reassurance and support.

- NSPCC Whistleblowing helpline - 08000280 285

Policy Date: February 2020	Date to be reviewed: February 2021
Name of Signatory: Kristy Renshaw	Position: Manager
Signature:	<i>Signed on behalf of Apple Day Nursery</i>