



General Welfare Requirement: Safeguarding and Promoting Children's Welfare
The provider must take necessary steps to safeguard and promote the welfare of children

Safeguarding children

Whistleblowing Policy

Policy statement

Whistleblowing is the term used when a worker passes on information concerning wrongdoing.

The Public Interest Disclosure Act 1998, commonly referred to as the 'Whistleblowing Act', amended the Employment Rights Act 1996 to provide protection for employees who raise legitimate concerns about specified matters.

At Cherry Blossom Nursery and Preschool we expect all our colleagues, both internal and external, to be professional at all times and hold the welfare and safety of every child as their paramount objective.

We recognise that there may be occasions where this may not happen and we have in place a procedure for staff to disclose any information that suggests children's welfare and safety may be at risk.

We expect all team members to talk through any concerns they may have with the managers/DSL at the earliest opportunity to enable any problems to be resolved as soon as they arise.

Our Procedures

- If a member of staff discloses any concerns about another employee/visitor/ professional within the work place this information is documented and appropriate actions are carried out.
- If an employee/visitor/ professional has had a concern raised about them then the appropriate investigation will be carried out which could lead to disciplinary and dismissal.
- If a member of staff has had an allegation against them then the relevant information will be recorded within the staff member's records.

- Local authorities, Local Authority Designated Officer (LADO), SPOA or OFSTED will be notified if needed.
- All staff are expected to be observant within their roles, understand and have good knowledge of safeguarding policies and procedures and what is expected within the provision and care they provide.
- All staff are made aware of who the current Designated Safeguarding Leads (DSL's) are within the setting and who they can report any concerns to.
- Contact details are provided for staff in case they are unable to disclose internally such as the LADO, Ofsted and local support lines- set out in the policies and procedures as well as staff areas where they can take details confidentially.
- Confidentiality is adhered to through all aspects of disclosures so that members of staff feel supported and encouraged when raising concerns.

Whistleblowing key contacts:

- LADO Via SPOA - 01323 464222
- OFSTED - 0300 1233155 or Whistleblowing@ofsted.gov.uk
- NSPCC hotline offers free advice and support to professionals with concerns about how child protection issues are being handled in their own or another organisation. Call NSPCC to talk about your concerns - 0800 028 0285

Public concern at work - they can help you to decide whether and/or how to raise your concern. 020/74046609.

Date: 02/10/2025

Karen Elliott

Hayley Donoghue