

Safeguarding and Welfare Requirement: Child Protection

Providers must have and implement a policy, and procedures, to safeguard children.

1.7 Whistleblowing Policy and Code of Practice

The Riverside Nursery School is committed to safeguarding children and our procedures are set out in our safeguarding children and child protection policy.

- This Whistleblowing Policy is designed to ensure that staff understand the guidelines with regard to reporting inappropriate behaviour by adults towards children.
- Whilst whistleblowing is essential to keeping children safe and we acknowledge that staff may be reticent to do so. It may be that a person identifies poor practice that arises not from deliberate abuse, but is an indicator of inexperience or lack of training. In these cases, whistleblowing can lead to better support for staff who may be struggling in their role.
- We are committed to supporting staff in their work with children and have a robust recruitment and induction procedure in place. We support staff through one-to-one supervision meetings and the Lead Practitioner for Safeguarding (Beverley Feeney) has a responsibility to ensure that staff receive and update their training in child protection.
- Our policies and procedures set standards of conduct about how staff should behave towards children.
- We respond to any inappropriate behaviour displayed by members of staff or any other person working with the children, which includes:
 - inappropriate sexual comments;
 - excessive one-to-one attention beyond the requirements of their usual role and responsibilities, or inappropriate sharing of images.

Our Policies and Procedures that support safeguarding of children are:

- Safeguarding children and child protection (Including managing allegations of abuse against a member of staff)
- On-line Safety, including mobile phones and cameras
- Employment
- Student placements
- Induction of staff, volunteers and managers
- Nappy changing and toilet training
- Maintaining children safety and security on premises
- Risk assessment
- Children's records
- Making a complaint

How to report a concern

- Should any member of staff, parent, carer or visitor become aware of any inappropriate behaviours or poor practice then they must feel able to report these concerns.
 - In the first instance the concern should be raised with the Nursery Manager. We respond to any disclosure by children or staff that abuse by a member of staff or volunteer within the setting, or anyone living or working on the premises occupied by the setting, may have taken, or is taking place, by first recording the details of any such alleged incident. A written record will be made which must be signed and dated by the Whistleblower and the Nursery Manager.
 - We will follow the procedures in our policy, Safeguarding Children and Child Protection - *Allegations against staff*.
 - Should the allegation be against the Nursery Manager then the whistleblower should contact Services for Young Children Childcare Development Co-ordinator - or other Key Personnel listed below.
 - Following an allegation staff should avoid discussing the issue with other people within or outside the setting. We are committed to investigating concerns that are raised and will not name the whistleblower unless it becomes absolutely necessary to do so.
 - We will accept anonymous whistleblowing concerns although these can be more difficult to investigate.
 - We follow the guidance of the Local Safeguarding Children Board when responding to any complaint that a member of staff or volunteer within the setting, or anyone living or working on the premises occupied by the setting, has abused a child.
 - We refer any such complaint immediately to the Local Authority Designated Officer (LADO) to investigate:
Barbara Piddington / Mark Blackwell Tel: 01962 876364
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- We also report any such alleged incident to Ofsted, as well as what measures we have taken. We are aware that it is an offence not to do this.
 - We co-operate entirely with any investigation carried out by children's social care in conjunction with the police.
 - Where the management team and children's social care agree it is appropriate in the circumstances, the nursery owner will suspend the member of staff on full pay, or the volunteer, for the duration of the investigation. This is not an indication of admission that the alleged incident has taken place, but is to protect the staff, as well as children and families throughout the process.

Disciplinary action

- Where a member of staff or volunteer has been dismissed due to engaging in activities that caused concern for the safeguarding of children or vulnerable adults, we will notify the Disclosure and Barring Service of relevant information, so that individuals who pose a threat to children (and vulnerable groups) can be identified and barred from working with these groups.
- Should an allegation prove to be malicious and be raised to discredit a colleague then this will be dealt with through our staff disciplinary procedures.

Support for the whistleblower

- We acknowledge that a member of staff may have concerns that they have misread a situation, feel they owe loyalty to a colleague, have concerns for their own safety or, that blowing the whistle will put their job at risk. We have a commitment to support the whistleblower throughout the process through ongoing supervision meetings and by drawing on support from the LADOs, Pre-school Learning Alliance, and Services for Young Children Development Worker.

Contact details of key personnel:

Nursery Manager - Beverley Feeney - 01962 890 892

Deputy Nursery Manager - Alison Paulley - 01962 890 892

Childcare Development Co-ordinator - Services for Young Children - 02380 650034

Local Area Designated Officer Safeguarding - LADOs: Barbara Piddington/Mark Blackwell

Tel: 01962 876364 Fax: 01962 876229

E-mail: barbara.piddington@hants.gov.uk / markblackwell@hants.gov.uk

Ofsted - 0300 123 3155 - Whistleblower Hotline - whistleblowing@ofsted.gov.uk

Public Concern at Work - 020 7404 6609 or email - whistle@pcaw.org.uk

We are members of the Pre-school Learning Alliance who can be contacted for advice - 020 7697 2599

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| This policy was adopted by | The Riverside Nursery School |
| On | <hr/> 1 st September 2020 |
| Date to be reviewed | <hr/> September 2021 |
| Signed on behalf of the provider | <hr/> |
| Name of signatory | <hr/> Beverley Feeney |
| Role of signatory | <hr/> Nursery Manager / Owner |