

Bow Lane Pre-school

The Safeguarding and Welfare Requirements: Safeguarding and Promoting Children's Welfare

The provider must take necessary steps to safeguard and promote the welfare of children.

Child Protection

1.8 Whistleblowing

Policy statement

Whistleblowing is the term used to describe the actions taken by any member of staff/volunteer/student who has concerns about practices and procedures within Bow Lane Pre-school.

All adults must recognise their individual responsibilities to bring matters of concern regarding safeguarding of young children to the attention of Zoe Pearson (manager) or Gaye Hooker (owner).

Whilst we recognise that this can sometimes be difficult, it is important to remember that the welfare of the young children in the setting is paramount at all times and at no time must young children in the setting be subject to risk.

Reasons for Whistleblowing

- Each individual has a responsibility for raising concerns about unacceptable practice or behaviour.
- To uphold safeguarding requirements
- To prevent a problem from worsening or widening.
- To protect or reduce risks to children and/or other adults
- To prevent individuals being implicated in concerns.

Examples of behaviour that may raise concerns

- Inappropriate sexual comments
- Excessive one-to-one attention beyond the requirements of their usual role and responsibilities
- Inappropriate sharing of images
- Behaviour linked to extremism or radicalisation.

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

Procedures

How to raise a concern

- Individuals must 'voice' their concern, suspicions or uneasiness as soon as possible.
- Be clear about the practice or procedure causing concern
- Discuss with Zoe Pearson or Gaye Hooker
- Ensure you get a satisfactory response – don't let the matter rest.
- Put your concerns in writing on a confidential Incident Report form.
- You are not expected to prove the truth of an allegation, but you will need to demonstrate sufficient grounds for the concern.
- Gaye will undertake an investigation into the concerns and provide support.

If you feel you cannot approach the setting manager

- **Contact the LADO on 0208 545 3179 or LADO@merton.gov.uk**
- Contact the Ofsted whistleblowing hotline on 0300 123 3155 or email – whistleblowing@ofsted.gov.uk
- Further advice can be found at Public Concern at work on 020 7404 6609

This policy was adopted at a meeting of

Bow Lane Pre-school

Held on

5th September 2019 (date)

Date to be reviewed

5th September 2020 (date)

Signed on behalf of Bow Lane

Pre-school

Name of signatory

Gaye Hooker

Role of signatory

Owner