

Naunton Park Pre-School Playgroup



Whistleblowing Policy (with reference to Safeguarding Policy)

Naunton Park Pre-School Playgroup expects all staff to act professionally and in the best interest of the children at all times.

In the event of any member of staff /volunteer/adult having concerns about the actions or behaviour of any other person employed, working or volunteering within the setting, they must take appropriate action to their concerns and the person involved. As a childcare provider we recognise that the person reporting the concern is a witness, not a complainant.

Confidentiality and anonymity will be maintained and respected unless any investigation and outcome would be compromised by the circumstances and nature of the concern/incident such as in Child protection issues.

As a childcare provider we will:

- ensure a fair and thorough investigation of any issues
- ensure investigations undertaken are recorded accurately and appropriately
- work cooperatively with other organisations and professionals as necessary and appropriate to the concern or issue being investigated
- take any necessary disciplinary action in line with employment law and setting procedures, where staff have failed in their duty to act professionally and in the best interests of the children in the care

Failure to report Child protection concerns will result in disciplinary action being taken

Taking action and reporting concerns

Concerns relating to the actions of a member of staff/volunteer/visitor (excluding the Play Leader/ deputy Play Leader):

- These must be raised with the Play Leader or in the absence of the Play Leader, the Deputy Play Leader.

If having raised the matter, the person reporting the concern believes it has not been dealt with satisfactorily or appropriately, then it must be raised with and reported to the Committee Chair or designated member of Committee for Safeguarding.

If this is not appropriate then the relevant authority must be informed.

Concerns relating to the actions of Play Leader

- These must be raised with and reported to the Pre-School Committee.

If having raised the matter, the person reporting the concern believes it has not been dealt with satisfactorily or appropriately then it must be raised with and reported to the relevant inspectorate Local Authority Designated Officer (LADO).

This policy was adopted by Naunton Park Pre School Playgroup

On (date) _____ 15/02/23 _____

To be reviewed on (date) _____ Feb 24 _____

This policy has been read by (please sign and date next to your name.)

Fiona Hayes

Tina Oliver

Sue Boothroyd

Sarah Goodman

Linda Philips

Debbie Golder

Emma Chambers

Colleen Jones (on behalf of the committee.)