

Whistle Blowing Policy

Practitioners, Students, Volunteers and Parents/Carers

Our setting adopts a positive approach to whistle blowing. We recognise that staff/students must be able to express any concerns they may have about practises within the nursery environment. This will be actively encouraged by supporting the reporting of such concerns. We want to ensure that your child is cared for correctly and that you are confident in the nursery's abilities and the abilities of our staff. It is therefore vital that we have a transparent culture within our nursery setting where everyone feels able to raise any concerns they may have.

We will do this by:

- Promoting an environment of mutual trust, respect and open communication.
- Promoting an environment that is free from bullying, harassment and discrimination.
- Actively support staff or volunteers who 'blow the whistle' both during the investigation and after, in line with legislation.

If a member of staff has any concerns regarding the way children are cared for, concerns regarding the nursery, the management or any other member of staff, they must report them.

Similarly Parents are encouraged to discuss any concerns they may have regarding their child's care with the management.

Any concerns should be raised with Lindy Davis (Manager) or Aliya Mamoonah (Deputy Manager) in the first instance.

All concerns raised will be taken seriously and fully investigated. Staff and users of our service can raise any concerns without fear of victimisation.

If staff or parents/ Carer feels unable to raise concerns directly with the setting's management team, they may contact:

- The Redbridge Children and Families Advice Centre who deal with child protection concerns and referrals in the first instance (0208 708 3885).
- NSPCC whistle blowing advice line on 0800 0280285 - 8:00-20:00, Monday- Friday and 9:00-18:00 on weekends. Or email help@nspcc.org.uk.
- OFSTED to receives guidance on how to make a complaint about a provider: Complaints procedure - Ofsted - GOV.UK (www.gov.uk)
- General guidance on whistleblowing can be found on: whistleblowing for employees

The safety and well- being of everyone in Little Cherubs remains a priority.