

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

1.7 Whistleblowing.

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

Policy statement

We take steps to ensure that there are effective procedures in place to protect children, young people, and vulnerable adults from any form of abuse by a staff member.

Procedures

This Whistleblowing policy is intended to cover genuine concerns that fall outside the scope of other procedures.

That concern may be about something that:

- Is against the policies and procedures of Codicote Pre-School;
- Falls below established standards of practice;
- Amounts to improper conduct and goes against the Pre-School's Code of Conduct.
- Is a Health and Safety risk, including risks to the public as well as children, other colleagues, Parents/Carers and volunteers etc...

If an employee has a concern about malpractice in whatever form they should be raised verbally or in writing and should include the names of individuals against whom the allegations are made, the background, the nature of the malpractice that is alleged with relevant dates and the reasons for the concern.

Their concerns should be raised first with the leader of the Pre-School. However, if the disclosure concerns the Leader, the employee should contact the Chair of the Pre-School Committee.

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All receiving managers have a responsibility to act on the concerns raised in accordance with The Standards Board for England's Whistleblowing Policy and Procedure.

If the disclosure is made to the leader, they will then contact the Chair of the committee and they will determine whether the concern constitutes a disclosure or whether it should be dealt with under another procedure (the employee will be informed of this). If the matter is dealt with under the Whistleblowing policy then the employee will be informed of the name of the investigating manager and how they can be contacted.

The receiving manager will always inform the employee in writing of the process to be followed.

An employee who raises a concern and is not satisfied with the final outcome or action proposed may appeal against the decision by contacting an outside agency such as, the National Audit Office or the Communities and Local Government