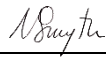


This policy will be reviewed in full by the Management Team on an annual basis.

Date the policy was last reviewed and agreed by the Management Team	Senior Manager		Manager	
	Name	Signature	Name	Signature
September 2026	Natasha Smyth			

This policy is due for review up to 12 months from the above date

Safeguarding Children – Whistleblowing

Legal Basis: Related Sub Section in the Statutory framework for the early years foundation stage (March 2021)

Whistleblowing

3.7 Providers must put appropriate whistleblowing procedures in place for all staff (including students and volunteers) to raise concerns about poor or unsafe practice in the setting's provision. This must include when and how to report concerns and the process that will be followed after staff report concerns. Providers must ensure staff are aware of the setting's whistleblowing procedures and must ensure all staff feel able to raise concerns about poor or unsafe practice and know that such concerns will be taken seriously by the senior leadership team.

1. INTRODUCTION

Whistleblowing is when a member of staff reports wrongdoing within an organisation. This could involve safeguarding, health and safety issues, or criminal behaviour.

The EYFS framework requires providers to have whistleblowing procedures so staff can raise concerns about poor or unsafe practice within the setting's safeguarding arrangements.

Workers are legally protected when making whistleblowing disclosures to their employer or a prescribed person.

Concerns are often raised and discussed openly, but whistleblowing procedures may be needed if:

- you believe unsafe practice in your setting is being ignored
- a safeguarding concern has not been followed up, acted on, or taken seriously
- you are worried about a colleague's behaviour, and your concerns have not been addressed

Complaints that count as whistleblowing

You're protected by law if you report any of the following:

- a criminal offence, for example fraud
- someone's health and safety is in danger
- risk or actual damage to the environment
- a miscarriage of justice
- the company is breaking the law, for example does not have the right insurance
- you believe someone is covering up wrongdoing
- sexual harassment

Complaints that do not count as whistleblowing

Personal grievances are not covered by whistleblowing law, unless your particular case is in the public interest. Report these under our grievance policy.

2. WHISTLEBLOWING PROCEDURE

Reporting a wrongdoing is also known as making a ‘whistleblowing disclosure’ or ‘protected disclosure’. The wrongdoing you disclose must be in the public interest. This means it must affect others, for example the general public. You can raise your concern at any time about an incident that happened in the past, is happening now, or you believe will happen in the near future.

You should disclose your concerns to the Senior Manager. You can tell them anonymously but they may not be able to take the claim further if you have not provided all the information they need. You can give your name but request confidentiality - the senior manager will make every effort to protect your identity. If you report your concern to the media, in most cases you’ll lose your whistleblowing law rights.

The senior manager will listen to your concern and decide if any action is needed. You may be asked for further information. You must say straight away if you do not want anyone else to know it was you who raised the concern. You will not have a say in how your concern is dealt with. The senior manager can keep you informed about the action they’ve taken, but they cannot give you much detail if they have to keep the confidence of other people.

3. WHAT IF I’M STILL CONCERNED?

If concerns remain after using our setting’s whistleblowing procedure, you can contact the following prescribed persons for whistleblowing:

NSPCC Whistleblowing Advice Line, 0800 028 0285. Children’s Commissioner for England – for issues involving children’s rights, welfare or interests, 020 7783 8330, email info.request@childrenscommissioner.gov.uk.

Ofsted will be a prescribed person for whistleblowing in 2027. In the meantime, you can complain to Ofsted if you feel that your setting is not meeting the regulatory requirements. See guidance on making a complaint: Complaints procedure, Ofsted, email CIE@ofsted.gov.uk.

A prescribed person cannot help you with your relationship with your employer.

STAFF DECLARATION

I agree that I have read and understood the information set out in this policy, and will abide by it.

I understand that if I have any questions about this policy, I will raise them with my manager prior to signing my agreement below.

Staff Name	Staff Signature	Date