

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

1.13 Whistle blowing

EYFS key themes and commitments

A Unique Child	Positive Relationships	Enabling Environments	Learning and Development
1.3 Keeping safe	2.2 Parents as partners		

It is important to St. Johns Playgroup that any concerns regarding safeguarding children, fraud, misconduct or wrong doing by employees or people engaged in the organisation's business, is reported and properly dealt with. The setting therefore encourages all individuals to raise any concerns that they may have about the conduct of others in the early years setting or the way in which the early years setting is run. The setting recognises that effective and honest communication is essential if malpractice is to be effectively dealt with and the organisation's success ensured. Whistle blowing relates to all those who work with or within the early years setting who may from time to time think that they need to raise with someone in confidence certain issues relating to the organisation. Whistle blowing is separate from the grievance procedure. If you have a complaint about your own personal circumstances you should use the normal grievance procedure. If you have a concern about malpractice within the organisation then you should use the procedure outlined below.

- Report any concerns to your supervisor/manager. If this is not possible, then report your concerns to the Chair of the Playgroup Committee.
- All employees and those involved with the setting should be aware of the importance of preventing and eliminating wrong doing within the organisation.
- You should be watchful for illegal, inappropriate or unethical conduct and report anything of that nature that you become aware of.
- Any matter you raise under this procedure will be investigated thoroughly, promptly and confidentially, and the outcome of the investigation will be reported back to you.

- You will not be victimised for raising a matter under this procedure. This means that your continued employment and opportunities for future promotion or training will not be prejudiced because you have raised a legitimate concern.
- Victimisation of an individual for raising a qualified disclosure will be a disciplinary offence.
- If misconduct is discovered as a result of any investigation under this procedure the early years setting's disciplinary procedure will be used, in addition to any appropriate external measures.
- If you make a maliciously, vexatious or a false allegation then this will be considered to be a disciplinary offence and disciplinary action will be taken against you.
- An instruction to cover up wrongdoing is itself a disciplinary offence. If you are told not to raise or pursue any concern, even by a person in authority such as a manager, you should not agree to remain silent. In this event you should report the matter to the Chair of the Committee.
- If your concerns cannot be expressed to the Manager, Chairperson or the Committee Safeguarding Lead/Person Responsible to OFSTED (Helen Brumby) then you can contact the LADO (Local Area Designated Officer) at:
E-mail: LADO@cheshireeast.gov.uk
Telephone: 01270 685904
Website: <https://www.cheshireeast.gov.uk/livewell/care-and-support-for-children/are-you-concerned-about-a-child/cheshire-east-consultation-service-checs/safeguarding-service.aspx#LADO>
If you are not satisfied with the outcome of the investigation, you may elevate your concerns directly to Ofsted or the police

This policy was adopted at a
meeting of

Sandbach Heath (St. John's)
Playgroup

name of
setting

Held on

(date)

Date to be reviewed

(date)

Signed on behalf of the
management committee

Name of signatory

Role of signatory (e.g.
chair/owner)
