



Edlesborough Under 5's

Child protection whistleblowing policy and guidance for employees and volunteers

This guidance is written for all employees and volunteers working at Edlesborough Under 5s.

Reasons for whistleblowing

- Each individual has a responsibility for raising concerns about unacceptable practice or behaviour. This may relate to issues of safe-guarding children, or any improper conduct, unethical or fraudulent behaviour by any person employed or volunteering with Edlesborough Under 5s.
- To prevent the problem worsening or widening.
- To protect or reduce risks to others.
- To prevent becoming implicated yourself.

What stops people from whistleblowing?

- Starting a chain of events which spirals.
- Disrupting the work or project.
- Fear of getting it wrong.
- Fear of repercussions or damaging careers.
- Fear of not being believed.

How to raise a concern

- You should voice your concerns, suspicions or uneasiness as soon as you feel you can. The earlier a concern is expressed the easier and sooner it is possible for action to be taken.
- Try to pinpoint what practice is concerning you and why.
- Approach someone you trust and who you believe will respond.

- Make sure you get a satisfactory response—don't let matters rest.
- Put your concerns in writing if possible.
- Discuss your concerns with the Pre-school leader or Chair of Committee.
- A member of staff is not expected to prove the truth of an allegation, but you will need to demonstrate sufficient grounds for the concern.
- The Pre-school leader or Chair of Committee will undertake an investigation into your concerns and offer you support.

What happens next?

- The Pre-school leader or Chair of Committee will instigate an internal review, and if necessary, will inform Bucks Early Years, Ofsted, the Local Safeguarding Authority, and/or the police as appropriate.

This policy was adopted at a committee meeting of Edlesborough Under 5s held on 22 November 2011.

Date to be reviewed: November 2012

Signed by Chair of Committee Rebecca Newbert