

Chandlers Chatters Playgroup/ Preschool

CHILD PROTECTION WHISTLE BLOWING POLICY

In line with the London Safeguarding Partners and the London Child Protection Procedures, Chandlers Chatters Playgroup operates a whistle blowing policy. All staff should be aware of this policy and feel confident to voice concerns about the attitudes or actions of colleagues. This includes contact and actions using mobile phones, social media, internet, email and chat.

Whistleblowing is raising a concern about malpractice within an organisation. The policy provides individuals in the workplace with protection from victimisation or punishment where they raise a genuine concern about misconduct or malpractice in the organisation. The policy is underpinned by the Public Interest Disclosure Act 1998, which encourages people to raise concerns about misconduct or malpractice in the workplace, in order to promote good governance and accountability in the public interest. The Act covers behaviour, which amounts to:

- A criminal offence
- Failure to comply with any legal obligation
- A miscarriage of justice
- Danger to health and safety of an individual and/or environment
- Deliberate concealment of information about any of the above. Condition for Raising Concerns, The Public Interest Disclosure Act 1998 legislation and this policy offers protection only if the:
 - Internal disclosure is made in good faith and there is reasonable suspicion that the alleged malpractice has occurred is occurring or is likely to occur.
 - Disclosure to a Regulator (e.g. Ofsted and LSCB,) meets the above criteria and the member of staff concerned honestly and reasonably believes the allegations are substantially true.

If a member of staff has concerns that a colleague may have:

- Behaved in a way that has harmed a child, or may have harmed a child;
- Possibly committed a criminal offence against or related to a child;
- Behaved towards a child or children in a way that indicates they are unsuitable to work with children.
- Wherever possible staff will avoid physical contact with a child.

The staff member must speak to the Manager – Sue Allen within one working day.

The Manager must report these concerns within one working day to the LOCAL AUTHORITY DESIGNATED OFFICER (LADO) on 01708 431653 or email LADO@haverling.gov.uk

NSPCC Whistleblowing Advice Line – 0800 028 0285

For confidential advice on how to raise a concern about malpractice at work, visit Public Concern at Work – www.pcaw.co.uk.

Reviewed 2024 next review when necessary.