



## Whistle Blowing Policy

### Policy statement

Nettlestead and Wateringbury Pre-school and Out of Schools Club promotes and encourages good staff communication and any questions of 'bad practice' should be dealt with satisfactorily long before the need for 'whistleblowing'. Staff are advised that they can raise questions about any area of concern during regular supervisions or in staff meetings, so that practices can be reviewed and modified, where necessary. However, the responsibility for 'whistle blowing' rests with any member of staff who is aware or has concerns regarding acceptable practice. These should be raised immediately and staff who ignore the early warnings, may find themselves implicated in the 'bad practice'.

### Procedures:

- Staff identify and record 'bad practice' observed, identifying any additional witnesses to 'bad practice'.
- Staff should raise concerns with the manager/s, or where concerns relate to the manager/s, the chair of the committee or the nominated person.
- Where concerns are of a 'safeguarding' nature, procedures outlined in the setting 'safeguarding – allegations against staff' policy are followed.
- Staff should be kept informed of the outcome and where they feel their concerns are not being addressed, should contact the local authority LADO and then Ofsted.
- Contact details of the LADO and Ofsted are available to all staff.
- Staff/volunteers know they can contact the organisation Public Concern at Work for advice relating to whistleblowing; if they feel that the organisation has not acted adequately in relation to safeguarding, they can contact the NSPCC whistleblowing helpline.

### Contact the NSPCC Whistleblowing Advice Line

- Call 0800 028 0285
- Email [help@nspcc.org.uk](mailto:help@nspcc.org.uk)

### Contact Public Concern at Work

- <http://www.pcaw.org.uk/>
- The setting keeps copies of all correspondence and documentation relating to 'whistle blowing' and their outcome.

This policy was adopted at a meeting of

NWPS

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Held on

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May 2024

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Date to be reviewed

Signed on behalf of the provider

Name of signatory

Role of signatory (e.g. chair, director or owner)

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Chair

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