



Whistleblowing Policy

For those in the home-based childcare workforce, 'whistle-blowing' means raising or reporting concerns relating to the welfare or safety of children and young people. Everyone who comes into contact with children and families in their everyday work has a duty to safeguard and promote the welfare of children.

All childminders, their assistants, students on placement or volunteers have a responsibility to report abuse and malpractice to the relevant authorities when it is suspected or if they have concerns regarding the way in which children are being cared for, no matter whom they will be reporting. They should be watchful for any illegal, inappropriate or unethical conduct and should report anything of that nature that they become aware of if there is a failure to meet Ofsted standards of registration or welfare requirements of the EYFS.

We will take the necessary steps to keep all children safe and well and act upon any concerns accordingly to do this we will:

- Promote a transparent setting and practice
- Encourage our assistants, parents, carers, family members & visitors to act quickly and raise any concerns they may have to us about the setting, our assistants or the care provided.
- Report any unacceptable behaviour by any assistant, childminder or any other professionals working with children to the relevant authorities (this will include OFSTED, the police and social care) we will share any relevant information we have.
- Notify any unacceptable behaviour may include any forms of abuse physical, verbal psychological or neglect.

Whistleblowing is different from making a complaint or concern this will be treated in confidence and where appropriate every effort will be made not to reveal the whistle-blowers identity.

If an assistant, parent, carer, family member or visitor does not feel that they can discuss any concerns with us they should contact OFSTED on 0300 1230123.

If a concern has been raised we will record:

- Record the date the concern arose
- Record how it was received
- Details of the concern using as much data as possible with names, dates, times & whether the concerns were witnessed or suspicions.
- Nature of the concern recorded
- Note the authorities that have been notified and the documentation that has been collected and shared.
- Any other record of follow-up action including changes in setting and any other contact with whistle-blower