

University of Warwick Nursery

Whistleblowing Policy

This policy applies to all employees and applies equally to those designated as casual, temporary, or work experience students.

As childcare provider's it is our individual responsibility to maintain the welfare of both the children and staff.

It is our duty to express any concerns or issues to a senior member of staff as soon as we notice anything that could raise concern.

What is whistleblowing?

Whistleblowing is a term used when someone who works, volunteers or visits a setting wishes to raise concerns about poor or unsafe practice in the setting's safeguarding provision. Whistleblowing encourages and enables staff, students, volunteers and visitors to raise serious concerns within the setting, rather than overlooking or ignoring a problem.

The safeguarding of all children and vulnerable people is everyone's responsibility.

The nursery is committed to the highest possible standards of openness, and accountability. Making a disclosure in the public interest (whistleblowing) is essential for keeping children safe in the setting and to ensure good quality practice across the setting.

This policy is underpinned by the Public Interest Disclosure Act 1998, which encourages people to raise concerns about misconduct or malpractice in the workplace, to promote good governance and accountability in the public interest. The act covers behaviour that 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
- Bullying, humiliation, discrimination, poor practice, unsafe practice, abuse or neglect
- Deliberate concealment of information about any of the above

Aim of the policy

- To encourage you to feel confident in raising concerns and to question and act upon concerns and practise
- To provide avenues for you to raise concerns in confidence and receive feedback on any action taken
- To reassure you that you will be protected from possible reprisals or victimisation if you have a reasonable belief that you have made a disclosure in good faith.
- To ensure that you receive a response to your concerns and that you are aware of how to pursue them if you are not satisfied.

The University of Warwick Nursery recognises that the decision to report a concern can sometimes be a difficult one to make. If what you are saying is true, then you should have nothing to be worried about as you will be doing your duty to your employer and those for whom you provide a service.

Fear of getting information incorrect or being disbelieved may lead to concerns being ignored and an issue not raised.

Any employee, student or volunteer who, acting in good faith, wishes to raise such concern should normally report the matter to one of the four Deputy Designated Leads (DDSLs) or the settings Designated safeguarding Lead (DSL). These are:

DSL- Jo Warren, Nursery Manager, Office J.Flowers@Warwick.ac.uk telephone: 02476 523389

DDSLs- Debbie Pinkerton, assistant manager, Office D.Pinkerton@warwick.ac.uk
Donna Egan, Senior Early Years Educator, Orange room, D.Egan@Warwick.ac.uk
Claire Carey, Senior Early Years Educator, Green Room, C.M.George@warwick.ac.uk
Carole Rawlinson, Senior Early Years Educator, Purple Room, C.L.Foster@warwick.ac.uk

Concerns will be investigated straight away, and any course of action and feedback will be given to the person who reported the concern. If an employee, student, volunteer or visitor feels that the concern was not handled in a timely manner or the outcome of the investigation is unsatisfactory, the concern will be reported to the Director of Wellbeing and Safeguarding.

Director of Wellbeing and safeguarding, University of Warwick - Andy Smith
A.A.Smith@Warwick.ac.uk

If the concern cannot be discussed with the managers, then Ofsted can be contacted by email- whistleblowing@ofsted.gov.uk or by phone on **0300 123 1231**

- NSPCC whistleblowing advice line is available. Staff can call 0800 0280285 – 08:00 to 20:00, Monday to Friday and 09:00 to 18:00 at weekends. The email address is: help@nspcc.org.uk.
- Alternatively, staff can write to: National Society for the Prevention of Cruelty to Children (NSPCC), Weston House, 42 Curtain Road, London EC2A 3NH.
- Ofsted provides guidance on how to make complaints about a provider: Complaints procedure - Ofsted - GOV.UK (www.gov.uk). •
- General guidance on whistleblowing can be found via: Whistleblowing for employees.

Don't think "what if I'm wrong?", think, "what if I'm right?!"

The University Nursery will not tolerate any harassment or victimisation (including informal pressures) and will take appropriate action to protect you when you raise a concern in good faith, that you will not suffer any personal detriment because of raising any genuine concern about misconduct or malpractice within the setting.

This policy should be read in conjunction with the staff code of conduct, safeguarding and complaints policies, as well as the 'Managing Allegations Guidance for Adults who work in Early years Settings in Coventry' document.