



Date Adopted:	5th February 2018
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Date to be reviewed:	Updated February 2019
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First Steps Pre-school and Blues Club
Whistleblowing Policy

Aim:

To support staff to be able to raise any concern they have to the appropriate people and to be taken seriously and acted upon.

How to raise a concern:

- As an initial step you should normally raise your concern with your line manager Elaine Williams or Julie Elsworth. This may depend however on the seriousness and sensitivity of the issues involved and who is suspected of malpractice. You may also raise a concern to Harriet Lake and Zoe Edyvean.

- The action taken will depend on the cause for concern and may be able to be dealt with internally. If this is not appropriate then other agencies will be involved e.g. LADO

- At all times management will share information with the whistleblower to ensure they are aware that their concern has been taken seriously and is being acted upon.

- As all concerns will be different, the management will consult different policies and communicate with different agencies as appropriate to best suit the situation.

- Staff can refer to the ‘Flowchart of Whistleblowing Process’ at any time.
- If staff feel that management are not acting upon their concern fully; they can call LADO ON 01872 326536 , Carol Kimberley; Early Years Senior Improvement Officer; 07528983309, ckimberley@cornwall.gov.uk
- You can phone Ofsted on the Whistleblowing Hotline 0300 123 3155, should you not be satisfied with Carol’s involvement.
- Whistleblowing encourages and enables employees of First Steps Cornwall Ltd to raise serious concerns to Ofsted who are the regulatory body.
- First Steps is committed to the highest possible standards of care and education to all our children and families. We aim to be open, honest and be accountable at all times.
- This policy applies to all employed staff both full time and part time, volunteers, students and work experience.
- We want you to feel confident in raising your concerns and question and act upon concerns about practice.
- We also want to provide avenues for you to raise concerns in confidence and receive feedback on any action taken.
- We will protect you from any possible reprisals or victimisation if you have reasonable belief that you have made a disclosure in good faith.
- Types of concern that you may have could include: Conduct that is a breach of the law, a failure to comply with the Statutory Frame for Early Years Foundation Stage in particular the Safeguarding and welfare requirements, actions which are unprofessional or inappropriate.
- We shall adhere to confidentiality at all times.
- Further information can be found :



THE WHISTLEBLOWING



CHARITY

FOR WHISTLEBLOWING ADVICE CALL 020 7404 6609

Email Ofsted: whistleblowing@ofsted.gov.uk

Write to Ofsted

WBHL

Ofsted, Piccadily Gate, Store Street, Manchester, M1 2WD