



## **The Play Den**

### **22 Safeguarding and Welfare Requirements**

#### **WHISTLE BLOWING POLICY**

All staff are aware of The Play Den's child protection/safeguarding procedures, including procedures for dealing with allegations against staff. **(Safeguarding and Welfare 3)**

#### **See separate policy 3. CHILD PROTECTION**

Staff must acknowledge their individual responsibility to bring matters of concern to the attention of Marie Giddings or Kate Adams (Designated Safeguarding Leads) and/or relevant agencies. Although this can be difficult this is particularly important where the welfare of children may be at risk. **(Safeguarding and Welfare 3)**

You may be the first to recognise that something is wrong but may not feel able to express your concerns out of a feeling that this would be disloyal to colleagues or you may fear harassment or victimisation. These feelings, however natural, must never result in a child or young person continuing to be unnecessarily at risk. Remember it is often the most vulnerable children or young person who are targeted. These children need someone like you to safeguard their welfare. **(Safeguarding and Welfare 3)**

***Don't think what if I'm wrong – think what if I'm right***

### **Reasons for whistle blowing:**

- Each individual has a responsibility for raising concerns about unacceptable practice or behaviour.
- To prevent the problem worsening or widening.
- To protect or reduce risks to others.
- To prevent becoming implicated yourself.

### **What stops people from whistle blowing:**

- Starting a chain of events which spirals.
- Disrupting the work.
- Fear of getting it wrong.
- Fear of repercussions or damaging careers.
- Fear of not being believed.

### **How to raise a concern:**

- You should voice your concerns, suspicions or uneasiness **as soon as you feel you can**. The earlier a concern is expressed the easier and sooner action can be taken.
- Try to pinpoint exactly what practice is concerning you and why.
- Approach Kate, Marie or Emma. If you do not feel comfortable to do this or your concern is about your immediate manager or the Setting Manager, please contact the Local Authority Designated officer via the Multi Agency Support Hub on 465740.
- Make sure you get a satisfactory response – don't let matters rest.
- You should then put your concerns in writing (on the settings internal incident form), outlining the background and history, giving names, dates and places where you can.
- A member of staff is not expected to prove the truth of an allegation but will need to demonstrate sufficient grounds for the concern.

### **What happens next?**

- You should be given information on the nature and progress of any enquiries.
- Your employer has a responsibility to protect you from harassment or victimisation.
- No action will be taken against you if the concern proves to be unfounded and was raised in good faith.
- Allegations made frivolously, maliciously or for personal gain will be seen in a different light and disciplinary action may be taken.

**Self-reporting:**

There may be occasions where a member of staff has a personal difficulty, or perhaps a physical or mental health problem, which they know to be impinging on their professional competence. Staff have a responsibility to discuss such a situation with their line manager so professional and personal support can be offered to the member of staff concerned. Whilst such reporting will remain confidential in most situations, this cannot be guaranteed where personal difficulties raise concerns about the welfare or safety of children.

**Further advice and support:**

It is recognised that whistle blowing can be difficult and stressful. Advice and support is available from your line manager, Setting Manager or Avensure (HR) on 0330 100 8704 (**Safeguarding and Welfare 3**)

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