



Whistleblowing Policy

To be read in conjunction with the Safeguarding policy.

Definition

The following is taken from gov.co.uk:

“Whistleblowing is when a worker reports suspected wrongdoing at work. Officially this is called ‘making a disclosure in the public interest’. It is not a grievance against another member of staff.

A worker can report things that aren’t right, are illegal or if anyone at work is neglecting their duties, including:

- someone’s health and safety is in danger
- damage to the environment
- a criminal offence
- the company isn’t obeying the law (like not having the right insurance)
- covering up wrongdoing”

Procedure

Ofsted suggests that workers should first read their employer's whistleblowing policy and then raise their concerns with their employer. Given this I recommend that workers in the setting follow this following procedure if they wish to make a disclosure in the public interest:

1. Gain as clear as possible an understanding of the identified wrongdoing
2. Speak to the Manager or setting owner in confidence so that we can identify the best way forward, taking into account the safeguarding policy. Advice will be taken from HR consultants at Croner. Procedure set out in staff handbook
3. If the individual feels that they cannot speak to the Manager or owner, they can follow Ofsted’s suggestion of gaining free and confidential advice from



the independent whistleblowing charity Public Concern at Work on 020 7404 6609 or email helpline@pcaw.co.uk

4. The individual may decide to contact Ofsted through one of the following routes:

Telephone 0300 123 3155 (Monday to Friday from 8.00am to 6.00pm).

Email whistleblowing@ofsted.gov.uk.

Write to:

WBHL

Ofsted

Piccadilly Gate

Store Street

Manchester M1 2WD

- Alternatively you may wish to contact the NSPCC Whistleblowing Advice Line

0800 028 0285

help@nspcc.org.uk

5. To ensure professionalism and the safety and confidentiality of children in our care we request that workers respect the confidentiality policy and only use official routes to make a disclosure.

This policy was adopted by: Tribe Incorporated Ltd

Dated: 9.1.25

Date to be reviewed: 9.1.26

Written by: Alexandra Stewart

Role: Owner/Director/DSL/SENCO

Signed on behalf of provider: