

## Whistle Blowing Policy

Goldsmiths College Nursery is committed to ensuring it has procedures in place to ensure the highest standards of openness and accountability. It is our expectation that all of the adults in our environment consider the welfare and safety of the children in our care to be of paramount importance. This policy provides guidance on how

The aim of this policy is to establish an internal procedure that will encourage the staff, students and volunteers to raise any concerns in confidence and without fear of reprisal or repercussions. These are concerns which do not meet the criteria for being dealt with as a complaint or grievance. For example they may be relating to something that is perceived as:

Unlawful

Failing to comply with the settings policies and procedures

Poor practice, which could lead to or cause harm of children

Improper conduct

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

Individuals wishing to raise a concern can do so with the nursery manager, Karen Roe or either of the designated safeguarding officers (DSO), Natalie Denman and Nassiba Bensefia. Should you have a concern, it is essential that you raise it immediately. You will be asked to put your concerns in writing, should you feel unable to put your concern in writing you will be supported in doing so and asked to sign what is written. The nursery will deal with all concerns raised are addressed fully, fairly and with immediacy.

The manager or DSO will seek advice and may make a referral to the Local Authority Designated Officer (LADO). These contact details can be found on the nursery safeguarding policy.

The framework for managing allegations (please see separate flowchart) should be used in respect of all cases in which it is alleged that a person who works with children has:

- Behaved in a way that has harmed a child, or may have harmed a child
- Possibly committed a criminal offence against or related to a child
- Behaved towards a child or children in a way that indicates s/he would pose a risk of harm if they work regularly or closely with children

If an allegation meets the above criteria a referral form should be completed and sent to the LADO within 24 hours of disclosure. The nursery will take appropriate action to ensure the immediate safety of the children in its care. OFSTED will also be informed of any significant incidents.

### **Protecting the individual raising the concern:**

Wherever possible Goldsmiths College Nursery will endeavour to keep the identity of the whistle blower secret and take appropriate action to ensure they are protected from any kind of harassment, victimisation or bullying. Employees who raise a genuine concern under this policy will not be at risk of losing their job, nor will it influence any unrelated disciplinary action or redundancy procedures.

In addition to what is set out above, we follow the procedures set out in the Students Union Whistle Blowing Policy, as set out in the SU staff handbook.