

Whistleblowing Policy

Goldsmiths SU 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 paramount.

The aim of this policy is to establish procedures that will encourage the staff, students and volunteers to raise any concerns in confidence and without fear of reprisal or repercussions.

For example they may be relating to something that is perceived as:

- Unlawful
- Failing to comply with the settings safeguarding policies and procedures
- Poor practice, which could lead to or cause harm to children
- Improper conduct

How to raise a concern

Individuals wishing to raise a concern can do so to the Designated Safeguarding Lead (DSL), Nassiba Bensefia and, in her absence Daneele Johnson, the Deputy DSL. Concerns can also be raised to the Nursery Manager, particularly if the concern relates to one of the DSL's practice.

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 and ensure that they are addressed fully, fairly and with immediacy.

The DSL or Manager will seek advice and may make a referral to the Local Authority Designated Officer (LADO). The LADO contact details can be found on the nursery safeguarding policy and are located on the safeguarding notice board above the staircase, near the caterpillar room.

The framework for managing allegations (please see flowchart located on the nursery Safeguarding Board) 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 they will 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.

If you think a child is in immediate danger call the police immediately on 999. You can also call the NSPCC Helpline on [0808 800 5000](tel:08088005000) for immediate advice.

The NSPCC whistleblowing advice line is available if a staff member feels that their genuine concerns are not being listened to, or they feel they cannot raise the issue with their employer:

0800 0280285 – 08:00 to 20:00, Monday to Friday / 09:00 to 18:00 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.

• General guidance on whistleblowing can be found via: Whistleblowing for Employees, via the gov.uk website.

Protecting the individual raising the concern

Wherever possible Goldsmiths SU Nursery will endeavour to keep the identity of the whistleblower secure 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 position, nor will it influence any unrelated disciplinary action or redundancy procedures.

The nursery adheres to Working Together to Safeguard Children 2023. We also follow the procedures set out in the Students Union Whistle Blowing Policy, as set out in the SU staff handbook.