

Cranford Whistle Blowing Policy

This policy guidance for Cranford nursery staff and should be read in conjunction with Child Protection/Safe Guarding Policy.

All members of staff are responsible for bringing matters of concern to the attention of senior management and/or relevant agencies.

Although this can be difficult this is particularly important where the welfare of children may be at risk.

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. All children need to be safeguarded to protect their welfare.

Reasons for whistleblowing

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 or project
- Fear of getting it wrong
- Fear of repercussions or damaging careers • Fear of not being believed

What to do in case of a concern that a child may be abused?

Any concern about a welfare of a child is to be reported to the Principle and Designated Safeguarding Officer (Fiona Harcourt). In the absence of Safeguarding Officer, Deputy Manager (Vicki Hargreaves) needs to be informed.

The management team will then discuss the situation and depending on the circumstances the appropriate decision will be made whether the allegation or concern need to be passed on to the local Isle of Man Children's Services (Contact and Assessment Service on) or be discussed with the parents/carers first.

The decision may be to:

- a) Refer to Children's Services
- b) DEPARTMENT OF HEALTH AND SOCIAL CARE CHILDREN AND FAMILIES TEL: 686179
- c) POLICE TEL: 631212
- d) POLICE PUBLIC PROTECTION UNIT = 63149
- e) RIU, NURSERY INSPECTORS = 642427
- f) OUT OF HOURS 631212

d) Decide to continue observation and monitor the situation e) Not to take any further action

What happens next?

You should be given information on the nature and progress of any enquiries • Your line manager 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
- Malicious allegations may be considered a disciplinary offence

Self-reporting

There may be occasions when an employee has a personal difficulty, maybe a physical or mental 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. Confidentiality cannot be guaranteed where personal difficulties raise concerns about the welfare of safety of children.

Further advice and support

It is recognised that whistleblowing can be difficult and stressful. Advice and support is available from your manager, or you can seek advice from the designated person for child protection in your organisation.