

Privett Montessori Nursery School

Whistle Blowing 1.2a

Safeguarding and Welfare Requirement: Child Protection

(see allegations of abuse against staff (1.2))

The term "whistle blowing" refers to the internal or external disclosure by staff of malpractice, illegal acts or omissions at work.

It is a route for very serious disclosures including:

- ◆ physical or verbal ill treatment, of a child or an adult in the nursery
- ◆ a criminal offence
- ◆ fraud
- ◆ disregard of legislation, in particular of Health and Safety and code of conduct.
- ◆ Deliberate concealment of information about any of the above

It is not a substitute for the Grievance Procedure.

We will not tolerate any harrassment or victimisation of a whistleblower

Any disclosures will be treated in a confidential and sensitive manner

The Head is responsible for ensuring that cases are thoroughly investigated and will act as a point of contact for staff who have concerns.

If an employee feels the matter cannot be discussed with the Head, he or she should contact our Early Years Advisor or Ofsted's "whistleblowing hotline" which is on trial at present for advice.

Telephone: 0300123 3155 (Mon – Fri 0800 - 1800)

Email: whistleblowing@ofsted.gov.uk

(22.07.2015) Address: WBHL, Piccadilly Gate, Store Street, Manchester, M1 2WD

Our Local Authority Designated Officers (**LADOs**) are Mark Blackwell, Fiona Armfield and Barbara Piddington barbara.piddington@hants.gov.uk

Tel 01962 876364 Email: child.protection@hants.gcsx.gov.uk

Forms: <http://www3.hants.gov.uk/childrens-services/childcare/providers/safeguarding-earlyyears.htm>

If you think a child is at immediate risk of significant harm, 'phone Children's Social Care and/or Police immediately

Hants direct: 08456 035620

Police: 0845 0454545

We will ensure that our Equal Opportunities in employment, Grievance and Complaints policies and procedures are adhered to. This policy is underpinned by the Public Interest Disclosure Act 1998