



# POLLYANNA PRE-SCHOOL CIO

## WHISTLE BLOWING POLICY

### Statement of Intent

At Pollyanna Pre-School CIO, we are committed to safeguarding and promoting the welfare of all children. In line with the **EYFS Statutory Framework (September 2025)**, we expect the highest standards of integrity and conduct from all staff, committee members, students, and volunteers.

We want every member of our team to feel confident in raising concerns about unsafe practice, wrongdoing, or risks to children — knowing they will be supported and protected from victimisation.

### What Should Be Reported?

Staff, volunteers, and committee members should report concerns relating to:

- The inappropriate treatment or care of a child.
- Safeguarding failures, including poor practice that may place children at risk.
- Breaches of professional behaviour or the staff code of conduct.
- Discrimination, harassment, or bullying.
- Health and safety concerns that could endanger children or adults.
- Misuse of technological devices or breaches of online safety.
- Fraud, corruption, or unethical behaviour.

### Procedure for Raising Concerns

#### 1. Initial Reporting

- Concerns should first be reported to the **Manager**.
- If this is not possible, or the concern involves the Manager, report directly to the **Chairperson of the Committee**.

#### 2. Safeguarding Allegations Against Staff

- If the concern relates to safeguarding or conduct that may put a child at risk, the **Local Authority Designated Officer (LADO)** must be contacted immediately: **01296 382070**.

#### 3. Escalation Outside the Setting

If staff feel their concern is not being taken seriously, or they cannot raise it within the setting, they may escalate directly to:

- **Ofsted** Whistleblowing Helpline: 0300 123 3155 / [whistleblowing@ofsted.gov.uk](mailto:whistleblowing@ofsted.gov.uk)
- **NSPCC Whistleblowing Helpline** (for child protection concerns): 0800 028 0285 / [help@nspcc.org.uk](mailto:help@nspcc.org.uk)

#### 4. Confidentiality

- All concerns will be handled sensitively and confidentially.
- Details will only be shared with those who need to know in order to investigate.

### Protection for Whistleblowers

- Staff who raise concerns in good faith are protected under the **Public Interest Disclosure Act 1998**.
- No employee will suffer dismissal, detriment, or discrimination for reporting a genuine concern.
- Victimisation of whistleblowers is a disciplinary offence.
- Malicious or deliberately false allegations may result in disciplinary action.
- Instructions to cover up wrongdoing are themselves a disciplinary offence. Staff must never agree to remain silent.



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### Investigations

- All matters raised under this procedure will be investigated thoroughly, promptly, and fairly.
- Outcomes will be shared with the employee where appropriate.
- If misconduct is discovered, the disciplinary procedure will be applied and, if necessary, external agencies will be involved.

### Review and Approval

This policy was reviewed and adopted on: \_\_\_\_ 1<sup>st</sup> September 2025\_\_\_\_

Signed by Management Committee: \_\_\_\_  \_\_\_\_

Print Name: Nikitta Wehrle

This policy is reviewed **annually** or sooner in response to changes in legislation, guidance, or setting practices.