



CHRIS'S CHILDCARE CENTRE

0 TO SCHOOL

TRADING AS CHRIS'S CHILDCARE LTD. 11894528

www.chrisschildcare.com

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Model Whistleblowing Policy (EYFS 2025)

Introduction

At Chris's Childcare Centre we are committed to providing a safe, nurturing, and professional environment for all children, families, and staff. We take our duty to safeguard children very seriously. This policy sets out how staff and others connected with the setting can raise concerns about poor practice, misconduct, or safeguarding risks without fear of victimisation or discrimination.

Whistleblowing is different from raising a grievance. A grievance is about your own employment situation, whereas whistleblowing relates to concerns in the public interest, particularly those that may put children at risk.

Legislation

This policy has been written in line with the following legislation and statutory guidance:

- EYFS Statutory Framework (2025)
- Working Together to Safeguard Childcare (2023)
- Keeping Children Safe in Education (2024)
- Public Interest Disclosure Act 1998

Aims of this Policy

- To encourage staff/parents/others to report concerns at the earliest opportunity.
- To ensure all concerns are taken seriously and investigated appropriately.



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- To protect individuals who raise concerns in good faith from disadvantage or discrimination.
- To promote a culture of openness, honesty, and accountability within the setting.

When to Use this Policy

You should use this policy if you have concerns that:

- A child's safety or welfare is at risk.
- There is unsafe practice that could put children or staff in danger.
- Staff are not following safeguarding or child protection procedures.
- There is financial malpractice, fraud, or misuse of the setting's resources.
- Someone is behaving in a way that is discriminatory, illegal, or unprofessional.
- Policies, statutory requirements, or ethical standards are being ignored.

How to Raise a Concern

- In the first instance, speak to the Designated Safeguarding Lead (DSL).
Christine Nelson
- If the concern is about the DSL, raise it with the Deputy DSL Tony Nelson
- If you feel your concern is not being taken seriously, or you do not feel able to discuss it internally, you can contact external organisations (see below).

Concerns should be raised as soon as possible, ideally in writing, with details of what has happened, when, and who was involved.



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External Contacts

If you do not feel able to raise a concern within the setting, you can contact:

- **@Home Childcare:** 0115 978 3399 (or childminding@homechildcare.co.uk)
- **NSPCC Whistleblowing Advice Line:** 0800 028 0285 (or 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.
- **Local Authority Designated Officer (LADO)** for safeguarding concerns about staff. 01572 758454 / 01572 720913 LADO@rutland.gov.uk

Protection for Whistleblowers

- Staff will not suffer any detriment or discrimination for raising a concern in good faith.
- Malicious or knowingly false allegations, however, may result in disciplinary action.
- Confidentiality will be respected wherever possible, though in some cases the whistleblower's identity may need to be shared for investigation purposes.



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Monitoring and Review

This policy will be reviewed annually, or sooner if new guidance is issued. All staff will be reminded of this policy during induction and safeguarding training.

Reviewed: 06/11/2025

Next review due: 06/11/2026