

Safeguarding and Welfare Requirement: Child Protection

The safeguarding policy and procedures must include an explanation of the action to be taken in the event of an allegation being made against a member of staff, and cover the use of mobile phones and cameras in the setting.



Whistleblowing Policy

Aim:

Our whistleblowing policy aims to support staff to be able to raise any concern they may have to the appropriate people and to be taken seriously and acted upon.

How to raise a concern:

- As an initial step you should normally raise your concern with your manager Kerry Wilson. This may depend however on the seriousness and sensitivity of the issues involved and who is suspected of malpractice. You may also raise a concern to Vicki Bramhall and Lexi Burnell.
- The action taken will depend on the cause for concern and may be able to be dealt with internally. If this is not appropriate then other agencies will be involved e.g. LADO (Local Authority Designated officer).
- At all times management will share information with the whistleblower to ensure they are aware that their concern has been taken seriously and is being acted upon.
- As all concerns will be different, the management will consult different policies and communicate with different agencies as appropriate to best suit the situation.
- If staff feel that management are not acting upon their concern fully; they can call LADO ON 01872 326536, Carol Kimberley; Early Years Senior Improvement Officer; 07528983309, ckimberley@cornwall.gov.uk
- You can phone Ofsted on the Whistleblowing Hotline 0300 123 3155, should you not be satisfied.
- Whistleblowing encourages and enables staff to raise serious concerns to Ofsted who are the regulatory body.
- The Valley is committed to the highest possible standards of care and education to all our children and families. We aim to be open, honest and

accountable at all times.

- This policy applies to all employed staff both full time and part time, volunteers, students and work experience.
- We want you to feel confident in raising your concerns and question and act upon concerns about practice.
- We also want to provide avenues for you to raise concerns in confidence and receive feedback on any action taken.
- We will protect you from any possible reprisals or victimisation if you have reasonable belief that you have made a disclosure in good faith.
- Types of concern that you may have could include: Conduct that is a breach of the law, a failure to comply with the Statutory Frame Work for Early Years Foundation Stage in particular the Safeguarding and welfare requirements, actions which are unprofessional or inappropriate.
- We shall adhere to confidentiality at all times.
- Further information can be found :
The Whistleblowing Charity
For advice please call 020 7404 6609

Email Ofsted: whistleblowing@ofsted.gov.uk

Or write to Ofsted

WBHL, Ofsted, Piccadilly Gate, Store Street, Manchester, M1 2WD

Phone Number: 0300 1233155