

Whistle Blowing

Whistleblowing is the disclosure of information which relates to suspected wrongdoing, or dangers at our nursery. It enables staff, students, volunteers or visitors to raise concerns about:

- Risks to child safety or wellbeing
- Poor or unsafe childcare practice
- Staff conduct, including bullying, discrimination, harassment
- Failure to comply with legal obligations
- Criminal offences (e.g. theft, fraud, abuse)
- Miscarriages of justice
- Deliberate attempts to conceal any of the above
- Breach of nursery safeguarding policies

What to do if.....

- You have concerns for a child in the care of Langshott Ladybirds Nursery
- A child tells you something that concerns you
- You see or suspect an adult of neglecting or abusing a child at nursery
- You are concerned about the conduct of the nursery manager, assistant nursery manager or member of the management committee

Every member of staff, volunteer, committee member, student and visitor has responsibility to report concerns to the Designated Safeguarding Lead (DSL) Nursery Manager, Candace Earle. If the DSL is not available concerns should be taken to the deputy DSL Karen Wormley.

Confidentiality must be maintained at all times

If a child offers information that concerns you, listen to the child then report the incident to the DSL immediately, DO NOT question the child further as this may compromise support or further investigation by professionals.

If you have concerns for a child in the care of a member of Ladybirds staff, please bring your concerns straight to the DSL.

If your concerns are about the DSL you must raise this with the deputy DSL.

Concerns involving the DSL, deputy DSL and or the management committee must be reported to OFSTED (contact for OFSTED is, 0300 123 3155 email whistleblowing@ofsted.gov.uk)

NSPCC WHISTLEBLOWING HELPLINE – 0800 0280285 8am to 8pm Mon – Fri and 9am to 6pm at weekends or email help@nspcc.org.uk or

LADO - 0300 123 1650 (option 3) LADO@surreycc.gov.uk, for concerns about adults.

C-SPA 0300 470 9100 for concerns about children

On receiving a reported concern the DSL is responsible for following the procedures set out in the Langshott Ladybirds Nursery Safeguarding Children Policy.

These documents support the right of individuals to raise concerns in the **public interest**, protect those who speak up from reprisal, and ensure that serious concerns are acted upon swiftly and effectively

This policy is underpinned by:

The Public Interest Disclosure Act 1998. The Children Act 1989 & 2004. Keeping Children Safe in Education (2024). Working Together to Safeguard Children (2026). EYFS Statutory Framework (2025) and Ofsted whistleblowing guidance