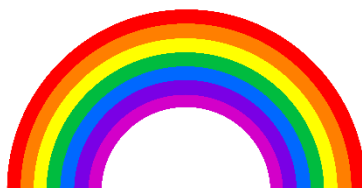


The Village Nursery Bellingdon Ltd



“Building a firm foundation”

Whistle Blowing Policy

Please also see Safeguarding Children and Promoting Children’s Welfare Policy.

Statement of Intent

At The Village Nursery Bellingdon we are committed to maintaining a culture of openness, accountability, and continuous improvement. We encourage all staff, including apprentices and volunteers to raise any concerns about poor or unsafe practices, particularly in relation to safeguarding children, without fear of retribution. This policy outlines the procedures for whistleblowing and provides guidance on how concerns can be raised confidentially and responsibly. Whistleblowing is a vital safeguard, encouraging transparency and accountability, and it reassures staff that their concerns will be taken seriously and dealt with confidentially.

Aim

The purpose of this policy is to:

- Ensure staff, apprentices and volunteers understand their responsibility to report concerns about poor or unsafe practices.
- Provide clear procedures on how and when to report concerns.
- Guarantee that concerns raised will be taken seriously and handled promptly, fairly, and discreetly.
- Reassure staff that they can report genuine concerns without fear of adverse consequences.

This policy applies to all employees, apprentices, volunteers, and anyone working on behalf of The Village Nursery Bellingdon including temporary and agency staff.

Procedure

What is Whistleblowing?

Whistleblowing occurs when an individual raises concerns about actions or behaviour that are unethical, illegal, or not in the best interests of children. This may include, but is not limited to:

- Inappropriate behaviour by staff, apprentices, volunteers, or visitors.
- Unsafe practices that compromise the well-being of children.
- Neglect or failure to follow safeguarding procedures.

- Any activity that may bring harm to children or the setting.

Staff should raise concerns as soon as they have reasonable grounds to believe that poor or unsafe practices are taking place. This could be a single incident or a series of actions or behaviours that raise concerns.

Staff can raise their concerns in the following ways:

- Internally: Staff are encouraged to raise concerns with their line manager or a member of the senior management team (SMT). If the concern involves the line manager, staff should speak directly to the Designated Safeguarding Lead (DSL) or the owner/manager of the setting.
- In Writing: Concerns can be submitted in writing, providing as much detail as possible to help with the investigation. Staff can choose to remain anonymous if they wish, but providing contact details will aid in follow-up and clarification.

Process following raising of concern

- Management team will acknowledge receipt of the concern within 48 hours.
- A confidential investigation will be initiated, and any necessary immediate actions will be taken to safeguard children.
- Staff who raise concerns will be kept informed of the progress and outcome of the investigation, within the limits of confidentiality.
- Appropriate actions will be taken if the concerns are substantiated. This may include disciplinary measures, retraining, or other necessary steps to address the issue.

Confidentiality

All concerns raised will be treated in confidence, and every effort will be made to protect the identity of staff raising the concern, unless disclosure is required by law. Anonymous reports will be investigated to the extent possible, but anonymity may limit the ability to gather evidence and provide feedback.

Support for Staff Raising Concerns

The Village Nursery Bellingdon is committed to ensuring that staff feel able to raise concerns without fear of victimisation, harassment, or any other adverse treatment. Staff who raise concerns in good faith will not face any repercussions, even if their concerns turn out to be unfounded.

External Reporting Channels

If a staff member feels unable to raise a concern internally, or if they believe their concern has not been addressed, they can use the following external channels:

- NSPCC Whistleblowing Advice Line: Staff can call 0800 0280285, available Monday to Friday (08:00 to 20:00) and weekends (09:00 to 18:00). Email: help@nspcc.org.uk, or write to: NSPCC, Weston House, 42 Curtain Road, London EC2A 3NH.
- Ofsted: Staff can refer to the guidance on making complaints about a childcare provider through the Ofsted website.

- General Whistleblowing Guidance: Further information on whistleblowing can be found on the GOV.UK website under "Whistleblowing for employees."

Training and Awareness

All staff will receive training on this policy as part of their induction. Regular refresher sessions will be held to ensure everyone remains informed about how to report concerns. Copies of this policy will be available in the staff room for easy reference.

Monitoring and Review

This policy will be reviewed annually, or more frequently, if necessary, to ensure it remains effective and up to date. The management team will be responsible for overseeing the implementation of this policy and for ensuring all staff are aware of its contents.

Contact Information

Designated Safeguarding Lead (DSL) : Karen Suckling, Olivia Beton, Bethan Fury
Management Team: Karen Suckling, Olivia Beton, Bethan Fury

By following this policy, we can work together to ensure the safety and well-being of all children in our care, maintaining the highest standards of practice across our setting.

This policy was adopted by the Village Nursery 18th May 2026 and will be reviewed every 12 months.

Signed on behalf of the nursery

This policy was reviewed on: