



Whistleblowing Policy

Whistleblowing is very different from a **complaint** or a **grievance**. The term 'whistleblowing' generally applies when you are acting as a witness to misconduct or malpractice that you have observed and which threatens other people.

'Whistleblowing' is when a worker reports suspected wrongdoing at work. Officially this is called 'making a disclosure in the public interest'. A worker can report things that aren't right, are illegal or if anyone at work is neglecting their duties, including:

- someone's health and safety is in danger
- damage to the environment
- a criminal offence
- the company isn't obeying the law (like not having the right insurance)
- covering up wrongdoing

The staff (whistleblower) reporting the malpractice or illegal act should speak with the Manager or Owner so an investigation can be undertaken, and the matter resolved internally. If this is not appropriate or the whistleblower is not satisfied with the outcome of the investigation, then they should contact Ofsted's Whistleblower Hotline either by telephone or e-mail (see below).

If you are worried at any stage about how to raise your concern, you should always seek independent advice at the earliest opportunity. This may be to check who may be best placed to deal with your concern or simply to talk the matter through in confidence first and discuss how to raise your concern. You can do this through your union or professional body or the independent whistleblowing charity Protect (previously known as Public Concern at Work) see below for contact details.

If your concern is about an immediate or current risk to an individual child or children, it is important that you follow the child protection procedures. The NSPCC can also be contacted in these instances – see below for contact details.

A staff member can't be dismissed because of whistleblowing. If they are, they can claim unfair dismissal - they'll be protected by law as long as certain criteria are met.

Useful Numbers

Staff can access the NSPCC whistleblowing helpline if they do not feel able to raise concerns regarding child protection failures internally. Staff can call 0800 028 0285 (8:00 AM to 8:00 PM Monday to Friday) or email help@nspcc.org.uk.

Ofsted provides guidance on how to make complaints about a childcare provider.

General guidance on whistleblowing can be found via Whistleblowing for employees.

Staff are encouraged and should feel confident to self-refer to the DSL and/or leadership/management team, if they have found themselves in a situation which could be misinterpreted, might appear compromising to others, and/or on reflection they believe they have behaved in such a way that they consider falls below the expected professional standards. This includes where concerns may be felt to be deliberately invented or malicious; such allegations are extremely rare and as such all concerns should be reported and recorded.

Super Stars Preschool has a legal duty to refer to the Disclosure and Barring Service (DBS) anyone who has harmed, or poses a risk of harm, to a child, or if there is reason to believe the member of staff has committed one of a number of listed offences, and who has been removed from working (paid or unpaid) in regulated activity or would have been removed had they not left. The DBS will consider whether to bar the person.

If these circumstances arise in relation to a member of staff at our setting, a referral will be made as soon as possible after the resignation or removal of the individual in accordance with advice from the LADO and/or Name Super Stars Preschool.

As a registered childcare provider, Super Stars Preschool has a duty to inform Ofsted of any allegations of significant events. This includes but is not limited to serious harm or abuse by any person living, working, or looking after children at the premises (whether the allegations relate to harm or abuse committed on the premises or elsewhere). We will also notify Ofsted of the action taken in respect of the event. Notifications will be made as soon as is reasonably practicable, but at the latest within 14 days of the allegations being made and we are aware that to not do so would be an offence.

Ofsted's dedicated Whistleblowing Hotline 0300 123 3155 (Monday to Friday 8am to 6pm) or by e-mail whistleblowing@ofsted.gov.uk or by

post to: WBHL, Ofsted, Piccadilly Gate, Store Street, Manchester, M1 2WD

NSPCC – Tel: 0800 028 0285 email: help@nspcc.org.uk or fill in their online form.

<https://www.nspcc.org.uk/keeping-children-safe/reporting-abuse/dedicated-helplines/whistleblowing-advice-line/>

Protect - Tel: 020 3117 2520 (Mon, Tues & Thurs 9.30am to 1pm, 2pm to 5.30pm, Wed & Fri 9.30am to 1pm)

Early Years Alliance National Centre Tel 020 7697 2500

Reviewed 10-08-2025

To be reviewed annually