

Whistle-Blowing

1. Purpose

1.1 The aim of this document is to outline whistle-blowing at Ashfield Plaza Day Nursery.

2. Scope

2.1 This policy applies to all staff and parents/Carers at Ashfield Plaza Day Nursery.

3. Policy Principals

3.1 Staff should not hesitate to 'blow the whistle' on malpractice or any issues surrounding safeguarding.

3.2 If a member raises a concern, the company gives its assurance that they will not suffer any form of retribution, victimisation, or detriment. The company will treat concerns seriously, and act accordingly. The matter will be treated in confidence as far as possible, and the staff member will be given feedback on any investigation.

3.3 Providing staff are acting in good faith, it does not matter if they are mistaken. Staff do not have to prove anything when raising concerns.

4. Organisation and Allocation of Responsibilities

4.1 It is the responsibility of all staff to raise concerns in regards to malpractice and safeguarding.

Limitations of this Policy

This policy cannot anticipate all eventualities therefore, professional judgement should be used to identify the appropriate course of action needed to protect those who are vulnerable and/or at risk. This judgement should derive from multi-disciplinary team discussion rather than any one individual where possible.

Document management

Review cycle:	
Next review due:	
Policy owner	
Approving body:	Board of Trustees