



Whistleblowing Policy

EFYS Safeguarding and welfare requirements

Safeguarding and Promoting Children's Welfare

The provider must take necessary steps to safeguard and promote the welfare of children and staff.

Policy Statement

Goostrey Pre-School is committed to maintaining the highest standards of openness, integrity, and accountability. All staff, volunteers, students, and committee members are encouraged to report any concerns they have about the conduct of colleagues, safeguarding practices, or the welfare of children. This policy ensures that anyone raising concerns is protected from retaliation and that concerns are addressed promptly and appropriately.

Scope

This policy applies to all staff, volunteers, students, and anyone working within or on the premises of Goostrey Pre-School. It covers concerns about:

- Suspected or actual abuse of children, including neglect, physical, emotional, or sexual abuse.
- Breaches of EYFS safeguarding and welfare requirements.
- Inappropriate behaviour or conduct by staff or volunteers.
- Fraud, financial malpractice, or criminal activity within the setting.

Principles

- Staff and volunteers should feel confident to raise concerns without fear of reprisal.
- All concerns will be taken seriously and investigated appropriately.
- Confidentiality will be maintained wherever possible.
- Whistleblowers will be supported throughout the process.

Procedure for Raising Concerns

Internal Reporting

- Concerns should be reported to the Designated Safeguarding Lead (DSL), Deputy DSL, or the Chair of Trustees if the concern involves the DSL.
- Staff should provide as much detail as possible, including dates, names, and context.
- Reports can be made verbally or in writing. Written reports are preferred for clarity and record-keeping.
- The DSL or investigating officer should inform the member of staff against whom the complaint is made as soon as is practically possible. The member of staff will be informed of their right to be accompanied by a trade union or other representative at any future interview or hearings held.
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Escalation

- The DSL should consider the involvement of the LADO (Local Authority Designated Officer) or the police if the allegation warrants this. The allegations should be fully investigated by the investigating officer.
- If after investigation it is believed the concern/s reaches the threshold for LADO involvement, the information must be reported to the LADO within one day and learning of the concern/s.

- The LADO will then respond within one day.
- The LADO will consult with police or social care as necessary.
- The LADO in consultation with police and/or social care will advise what information can be shared and to whom.
- Procedures and Guidance for Handling Allegations In Cheshire East and the LADO can be accessed via Cheshire East's CЕССР website: www.cescp.org.uk

- A judgement concerning the complaint and validity of the complaint will be made by the DSL or investigating officer or if raised externally by the LADO. This judgement will be detailed in a written report containing the findings of the investigations and reasons for the judgement will be detailed in a written report containing the findings of the investigations and reasons for the judgement.
- The DSL will decide whether the actions to be taken or where external agencies are involved such as LADO the actions outlined by them will be followed.
- The complainant should be kept informed of the progress of the investigations and, if appropriate, of the final outcome.
- The outcomes of the investigation will be used pro-actively to review the appropriate policies and procedures in place at Goostrey Pre-School.
- If the concern involves the DSL or a member of management, it should be reported directly to the Local Authority Designated Officer (LADO) or Ofsted.
- Staff can escalate concerns externally if they feel the setting has not responded appropriately.

External Contacts

- **LADO Cheshire East:** 01270 685904
- **NSPCC Whistleblowing Helpline:** 0800 028 0285
- **Ofsted:** 0300 123 1231

Protection for Whistleblowers

- Staff raising concerns in good faith will not suffer detriment, dismissal, or any form of retaliation.
- Allegations made maliciously or without basis may, however, be subject to disciplinary action.
- Support will be provided to whistleblowers, including access to counselling or pastoral care if needed.

Allegations Against Staff or Volunteers

- Any concern that a staff member or volunteer has harmed a child, committed a criminal offence against or related to a child, or behaved in a way that poses a risk to children will be reported immediately to the LADO.
- The setting will also notify Ofsted as required under EYFS welfare requirements.
- The individual may be suspended, where appropriate, while the investigation is carried out. Alternatives to suspension may be considered if it does not compromise child safety.

Confidentiality

- Whistleblowers may choose to remain anonymous, although providing their identity may help in the investigation.

- All records of whistleblowing concerns will be stored securely and shared only on a 'need-to-know' basis in line with GDPR, the Data Protection Act 2018, and EYFS guidance.

Training and Awareness

- All staff, volunteers, and committee members will receive training on the whistleblowing policy as part of induction and ongoing safeguarding training.
- Staff will be reminded regularly of their right and responsibility to raise concerns, and how to do so safely.

Monitoring and Review

- The DSL, Deputy DSL, and Chair of Trustees will review whistleblowing incidents annually to ensure compliance, effectiveness, and alignment with EYFS statutory requirements.
- This policy will be reviewed at least annually or in response to any changes in EYFS safeguarding updates or legislation.

Reference Framework

- Early Years Foundation Stage Statutory Framework 2024 & updates 2025
- Keeping Children Safe in Education 2024 (Part One)
- Working Together to Safeguard Children 2023
- Public Concern at Work guidance on whistleblowing

This policy was adopted by	Goostrey Pre School
Held on	July 2025
Date to be reviewed	July 2026
Signed on behalf of the provider	
Name of signatory	Becca Gledhill
Role of signatory	Nursery Manager
Approved By	Jessica Moores
Role of Signatory	Chair of Trustees