**8. WHISTLE BLOWING POLICY**

Staff must acknowledge their individual responsibility of bringing any concerns to the attention of the Manager or Safeguarding Co-Ordinator and/or relevant agencies.

Although this can be difficult this is particularly important where the welfare of children may be at risk.

You may be the first person to recognise that something is wrong but you may not feel able to express your concerns out of a feeling that this may be disloyal to colleagues or you may fear harassment or victimisation. These feelings, however natural, must never result in a child continuing to be unnecessarily at risk. Remember it is often the most vulnerable children who are targeted. These children need someone like you to safeguard them.

**DON’T THINK WHAT IF I’M WRONG – THINK WHAT IF I’M RIGHT**

Reasons for whistle blowing

* Each individual has a responsibility for raising concerns about unacceptable practice or behaviour.
* To prevent the problem worsening or widening
* To protect or reduce risks to others
* To prevent becoming implicated yourself

What stops people from whistle blowing

* Starting a chain of events which spirals
* Disrupting the setting
* Fear of getting it wrong
* Fear of repercussions or damaging careers
* Fear of not being believed

How to raise a concern

* You should voice your worries, concerns or suspicions as soon as you can. The earlier the concern is expressed the easier and sooner action can be taken.
* Try and pinpoint exactly what practice is concerning you and why.
* Approach your Manager or Safeguarding co-ordinator immediately.
* If your concerns are about your Manager or you feel you need to take it to someone outside the setting, contact Careline (0151 233 3700) or alternatively, whistle blowing hotline on 0300 123 3155( www.ofsted.gov.uk/contact-us/whistleblower-hotline) or email whistleblowing@liverpool.gov.uk. Make sure you get a satisfactory response – don’t let matters rest. Or for Liverpool 0151 225 8101 – safeguarding unit LADO Officer who is currently Ray Said.
* Ideally, you should put your concerns in writing , outlining the background and history, giving names, dates and places where you can.
* A member of staff is not expected to prove these allegations but needs to demonstrate sufficient grounds for concern.

What happens next

* You should be given information on the nature and progress of any enquiries
* Your employer has a responsibility to protect you from harassment or victimisation.
* If your concern is raised in good faith – no action will be taken against you if the concerns prove to be unfounded
* Malicious allegations may be considered as a disciplinary matter

Self reporting

There may be occasions where a member of staff has a personal difficulty, perhaps a physical or mental health condition, which they know to be impinging on their professional competence. Staff have a responsibility to discuss such situations with their Manager so professional and personal support can be offered to the member of staff concerned. In most instances, whilst such reporting will remain confidential, this cannot be guaranteed where personal difficulties raise concerns about the welfare or safety of children.

**IT IS RECOGNISED THAT WHISTLE BLOWING CAN BE DIFFICULT AND STRESSFUL. ADVICE AND SUPPORT IS AVAILABLE FROM YOUR MANAGER OR SAFEGUARDING CO-ORDINATOR**

**This policy is reviewed annually by Wavertree Christian Fellowship Nursery and Pre-school.**