



Wild Things - Droitwich

Whistleblowing Policy

Rationale

The Early Years Foundation Stage (EYFS) is the statutory framework in England. The EYFS 2025 states that I must be aware of the requirement to disclose information (whistleblow) if the intention is to keep children safe. This is covered by the 'Information sharing advice for safeguarding practitioners' guidance – <https://www.gov.uk/government/publications/safeguarding-practitioners-information-sharing-advice>

Procedure

Whistleblowing procedures are in place for childminders and assistants/staff to raise concerns about poor or unsafe practice or behaviours towards children. This will include, for example –

- When and how to report concerns about poor staff practice including disqualification notifications – report immediately to the Local Safeguarding Partners (LSP) and notify Ofsted and DBS.
- When and how to raise concerns about poor or unsafe practice – for example, inappropriate comments, excessive one-to-one attention beyond the normal or inappropriate sharing of images by a colleague or manager – suspend the staff member and report immediately to the Local Authority Designated Officer (LADO) and notify Ofsted.
- When and how to raise concerns if the childminder or staff are worried about a child in any context – in the setting, on outings in the community or at the child's home – report immediately to the LSP and Ofsted and/or the police if child is in danger and/or 999 ambulance services if the child is injured.

Note that when 2 or more childminders work together or are together on an outing, each childminder is equally responsible for children's health and safety and must whistleblow to keep children safe.

Everyone in the early years setting will be trained on whistleblowing procedures and assistants/staff will be trained during induction and reminded of the whistleblowing procedures during supervision and staff meetings and as part of safeguarding update training. Assistants/staff will recognise that if they are concerned and feel they cannot raise the issue with the DSL in the setting, they can contact –

- NSPCC whistleblowing advice line – staff can call 0800 0280285 – 08:00 to 20:00, Monday to Friday and 09:00 to 18:00 at weekends. The email address is: help@nspcc.org.uk.
- The National Society for the Prevention of Cruelty to Children (NSPCC), Weston House, 42 Curtain Road, London EC2A 3NH.
- Ofsted – guidance on how to make complaints about a childcare provider – <https://www.gov.uk/government/organisations/ofsted/about/complaints-procedure>

General guidance on whistleblowing can be found here –

<https://www.gov.uk/whistleblowing>

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