



Whistleblowing Policy

At Rising Stars, we expect all our colleagues, both internal and external, to be professional at all times and hold the welfare and safety of every child as their paramount objective. We recognise that there may be occasions where this may not happen, and we have in place a procedure for staff to disclose any information that suggests children's welfare and safety may be at risk.

Whistleblowing is raising a concern about malpractice within an organisation, which encourages people to raise concerns about misconduct or malpractice in the workplace.

We expect all team members to talk through any concerns they may have with the DSL at the earliest opportunity to enable any problems to be resolved as soon as they arise.

changes to what constitutes a qualifying disclosure.

A qualifying disclosure is one made in the public interest by an employee who has a reasonable belief that:

- A criminal offence
- A miscarriage of justice
- Mistreat or abuse
- Financial regulations
- Failure to comply with any legal obligation
- Deliberate concealment of information about any of the above.
- An act creating risk to health and safety
- An act causing damage to the environment
- A breach of any other legal obligation or concealment of any of the above
- Any other unethical misconduct is being, has been, or is likely to be, committed.

This is not an exhaustive list

It is not intended that this policy be a substitute for, or an alternative to the preschool formal Grievance Procedure, but is designed to nurture a culture of openness and transparency within the organisation, which makes it safe and acceptable for employees and volunteers to raise, in good faith, a concern they may have about misconduct or malpractice. It is not necessary for the employee to have proof that such an act is being, has been, or is likely to be, committed; a reasonable belief is sufficient.

The Public Interest Disclosure Act has the following rules for making a protected disclosure:

- You must believe it to be substantially true
 - You must not act maliciously or make false allegations
- You must not seek any personal gain.

Disclosure of information

If, in the course of your employment, you become aware of information which you reasonably believe indicates that a child is/may be or is likely to be in risk of danger and/or one or more of the following may be happening, you **MUST** use the setting's disclosure procedure set out below:

- That a criminal offence has been committed or is being committed or is likely to be committed
- That a person has failed, is failing or is likely to fail to comply with any legal obligation to which they are subject (e.g. EYFS)
- That a miscarriage of justice has occurred, is occurring, or is likely to occur
- That the health or safety of any individual has been, is being, or is likely to be endangered
- That the environment, has been, is being, or is likely to be damaged
- That information tending to show any of the above, has been, is being, or is likely to be deliberately concealed.

Disclosure procedure

- If this information relates to child protection/safeguarding, then the settings child protection & safeguarding children policy should be followed
- Where you reasonably believe one or more of the above circumstances listed above has occurred, you should promptly disclose this to the DSL so that any appropriate action can be taken. If it is inappropriate to make such a disclosure to your manager you must report to the Deputy DSL, the Directors or LADO.
- Employees will suffer no detriment of any sort for making such a disclosure in accordance with this procedure. For further guidance in the use of the disclosure procedure, employees should speak in confidence to the manager Stephanie Charalambous or the Directors; Arvinder Brar or Sumeet Brar.
- Any disclosure or concerns raised will be treated seriously and will be dealt with in a consistent and confidential manner and will be followed through in a detailed and thorough manner
- Any employee who is involved in victimising employees who make a disclosure, takes any action to deter employees from disclosing information or makes malicious allegations in bad faith will be subject to potential disciplinary action which may result in dismissal
- Failure to report serious matters can also be investigated and potentially lead to disciplinary action which may result in dismissal
- Any management employee who inappropriately deals with a whistleblowing issue (e.g. failing to react appropriately by not taking action in a timely manner or disclosing confidential information) may be deemed to have engaged in gross misconduct which could lead to dismissal
- We give all of our staff the telephone numbers of the Local Authority Designated Officer (LADO), the local authority children's social care team, the Local Safeguarding Children Board (LSCB) and OFSTED so all staff may contact them if they cannot talk to anyone internally about the

issues/concerns observed.

Whistle blowing

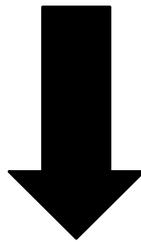
If a member of staff believes a colleague has:

- Behaved in a way that has harmed a child, or may have harmed a child
- Possibly committed a criminal offence against or related to a child
- Behaved towards a child or children in a way that indicates they are unsuitable to work with children

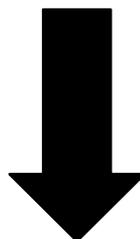
You **must** follow the reporting procedures.

What to do if you have a concern

Report to the designated safeguarding lead (**DSL**) **Stephanie Charalambous** or the deputy safeguarding lead (**DDSL**) **Nicole Ruse**. If neither are available contact the directors Arvinder Brar or Sumeet Brar.



The DSL will report to LADO (Lisa Kennedy or Donna Wright#) on **01708431653** and then to OFSTED on **03001231231**



If you feel your concerns are not being dealt with properly or you are worried about the conduct of the DSL contact;

Havering Local Authority Designated officer (LADO) **01708 431653** or

NSPCC whistle blowing helpline **0800 0280285**