**DELL COTTAGE**

**DAY NURSERY**

A place to play, learn, discover & grow

**Whistle blowing policy**

All staff should be clear about the following:

* Dell Cottage Day Nursery takes safeguarding children in its care very seriously, therefore this policy is in place to ensure that all staff members feel that they can raise concerns at any time which will be taken seriously.
* Employees are often the first to realise that there may be something seriously wrong. However, they may not express their concerns because they feel that speaking up would be disloyal to their colleagues or to the families involved. They may also fear harassment or victimisation. In these circumstances staff may feel it may be easier to ignore the concern rather than report what may just be a suspicion.
* Dell Cottage Day Nursery is committed to the highest possible standards of openness and accountability. In line with that commitment employees who have serious concerns about any aspect of the children in their care, are expected to come forward and voice those concerns.
* This Policy makes it clear that you can do so without fear of victimisation, subsequent discrimination or disadvantage. It is intended to encourage and enable employees to raise serious concerns rather than overlooking a problem or “blowing the whistle” outside the setting.
* Staff members have the option to raise concerns outside of line management, they can contact the director/owners directly on [sara@dell-cottage.co.uk](mailto:sara@dell-cottage.co.uk) with any immediate concerns or if they do not feel happy to talk to the manager.
* Staff members are able to access confidential advice from an independent body (BCP council)
* The organisation will, when requested, respect the confidentiality of a member of staff raising a concern.
* It is a disciplinary matter both to victimise a bona fide whistleblower and for someone to maliciously make a false allegation.
* All concerns will be treated in confidence and every effort will be made not to reveal your identity if you so wish. If however a situation arises where a concern cannot be resolved without revealing your identity (eg. you are required as a witness in court) the manager will discuss this further with you before proceeding.