B: Whistleblowing - Childminders

What do I need to know?

- Legal Framework
  - [The Children Act 1989](#)
  - [Children Act 2004](#)
  - [Protection of Children Act 1978](#)
  - [Data Protection Act 1998](#)
  - [Children Act 2004 - Explanatory Notes](#)
  - [Safeguarding Vulnerable Groups Act 2006](#)
  - [Sexual Offences Act 2003](#)
  - [Criminal Justice and Court Services Act 2000 (legislation.gov.uk)](#)
  - [Equality Act 2010 (legislation.gov.uk)](#)
  - [Early years foundation stage statutory framework for childminders](#) page 17, paragraph 3.8 – 3.9

- **See model Child Protection Policies on SchoolsNet and links below for contact details and training opportunities.**

Whistleblowing (pages 8-9 of audit)	Things to consider and discuss:
Do you **ensure** that there are appropriate whistleblowing procedures in place for staff to raise concerns about poor or unsafe practice in the setting's safeguarding provision?	• Is there a documented whistleblowing policy accessible to all childminders and, or assistants who you work with? • How are any childminders and, or assistants who you work with informed about the whistleblowing procedures? Are they introduced during induction and regularly reviewed in training sessions? • Are there clear and anonymous channels for any childminders and, or assistants who you work with to report concerns about unsafe practices or safeguarding issues? • Who is responsible for receiving and investigating whistleblowing reports, and is this person independent from those directly involved in the issue? • What steps are taken to protect whistleblowers from retaliation or negative consequences for reporting concerns? • How often are the whistleblowing procedures reviewed to ensure they remain effective and in line with best practices? • Do you track and review the outcomes of whistleblowing cases to ensure issues raised are appropriately addressed and that patterns are identified?
Do you **ensure** that whistleblowing procedures include when and how to report concerns and the process that will be followed after concerns are reported?	• Can any childminders and, or assistants who you work with report concerns to external bodies if they feel the issue is not being addressed internally? Are those contacts provided? • Is there a clear description of situations or types of concerns that should be reported through whistleblowing? • Does the policy specify the timing for reporting concerns? • Are there multiple channels (e.g., online forms, email, hotline) for reporting concerns, and is it clear how to use each? • Is there guidance on how to document and provide evidence when raising a concern? • Does the procedure outline the specific steps that will be taken after a report is received, including who will review the report and the expected timeline for a response? • Are whistleblowers informed of the potential outcomes or actions that may result from their report?

Whistleblowing (pages 8-9 of audit)	Things to consider and discuss:
Do you **ensure** any assistants you work with are aware of the setting's whistleblowing procedures?	• How are any childminders and, or assistants who you work with initially informed about the whistleblowing procedures when they join the setting? • Are there regular training sessions or briefings about whistleblowing procedures? If so, how often do they occur? • What steps are taken to ensure all new childminders and, or assistants who you work with members understand their right and responsibility to report concerns? • Can you provide examples of materials or resources (like posters, emails, or handbooks) that inform any childminders and, or assistants who you work with about whistleblowing procedures? • Do you have a system in place to update any childminders and, or assistants who you work with if any changes are made to the whistleblowing policy?
Do you **ensure** all assistants feel able to raise concerns about poor or unsafe practice, knowing that such concerns will be taken seriously?	• How do you communicate to any childminders and, or assistants who you work with that they are encouraged to raise concerns about poor or unsafe practices? • What specific actions do you take to create a safe and open environment for reporting concerns? • How do you handle situations where any childminders and, or assistants who you work with feels uncomfortable reporting concerns directly to yourself? • How is follow-up handled with the person who raises concerns, so they know their issues were taken seriously? • How do you monitor and assess the effectiveness of your procedures for raising and addressing concerns?

Whistleblowing (pages 8-9 of audit)	Things to consider and discuss:
Do you **make sure** where an assistant feels unable to raise an issue with the childminder or feels that their genuine concerns are not being addressed, that they should use the other channels open to them. Do you **make sure** that assistants know about: • NSPCC whistleblowing advice line is available. • Ofsted provides guidance on how to make complaints about a childcare provider: Complaints procedure - Ofsted - GOV.UK • General guidance on whistleblowing can be found via: Whistleblowing for employees: What is a whistleblower - GOV.UK	• How do you make any childminders and, or assistants who you work with that aware of the other channels open to them? • How do you foster a culture of whistleblowing? • How do you encourage any childminders and, or assistants who you work with to raise issues with other channels if they feel their concerns are not being addressed? • How do you provide the information about the NSPCC whistleblowing advice line. • How do you let any childminders and, or assistants who you work with of the details for the contact numbers, email address or written address? Is this displayed as a poster or information given at induction? How often is this information re-shared? • Do any childminders and, or assistants who you work with know they can call 0800 0280285 – 08:00 to 20:00, Monday to Friday and 09:00 to 18:00 at weekends. • Do they know that the email address is: help@nspcc.org.uk, or that they can alternatively write to: National Society for the Prevention of Cruelty to Children (NSPCC), Weston House, 42 Curtain Road, London EC2A 3NH. • Do you make any childminders and, or assistants who you work with aware of documents such as: Complaints procedure - Ofsted - GOV.UK or Whistleblowing for employees: What is a whistleblower - GOV.UK

Useful links and further help:

Derby and Derbyshire Safeguarding Children Partnership

Inspecting safeguarding in early years, education and skills settings
Early years inspection handbook
Report a serious childcare incident
Information sharing advice for safeguarding practitioners
Complaints procedure - Ofsted - GOV.UK
Whistleblowing for employees: What is a whistleblower - GOV.UK
Disqualification Under the Childcare Act
Information sharing advice for safeguarding practitioners
Data protection
ICO - Information Commissioner's Office
NSPCC – National Society for the Prevention of Cruelty to Children

CONTACT INFORMATION:

Child or adult at risk of immediate harm and in need of protection: Derbyshire Police – 999 / Starting Point – 01629 533190
Worried about a child: Derbyshire Police - 101 / Starting Point Consultation & Advice Service for Professionals - 01629 535353 / Starting Point Referral Form /
Local Safeguarding Designated Officer - 01629 533190 / Derby and Derbyshire LADO Referral Form
Education Data Hub/Data Protection: Email - jon.farmer@derbyshire.gov.uk / Tel: 01629 532011
DBS The East Midlands Regional Outreach Officer: Email DBSRegionaloutreach@dbs.gov.uk / Tel: 01325 953 562 / 07867 153 500

TRAINING

DSL training: Derbyshire Early Years Service - Eventbrite or Email: CS.EYS@derbyshire.gov.uk
Other training: Training (ddscp.org.uk)

MODEL POLICIES for the PVI sector

Safeguarding (derbyshire.gov.uk)
Derbyshire SchoolsNet - Early Years