B: Whistleblowing – Group and school-based providers

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)](#)
  - [EYFS statutory framework for group and school-based providers](#) page 23, paragraph 3.7 – 3.8

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

Whistleblowing (page 9 of audit)	Things to consider and discuss:
Do you **ensure** that there are appropriate whistleblowing procedures in place for all staff (including students and volunteers) to raise concerns about poor or unsafe practice in the setting's safeguarding provision?	- Is there a documented whistleblowing policy accessible to all staff who you work with? - How are all staff informed about the whistleblowing procedures? Are they introduced during induction and regularly reviewed in training sessions? - Are there clear and anonymous channels for all staff 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?

Whistleblowing (page 9 of audit)	**Things to consider and discuss:**
Do you **ensure** that whistleblowing procedures include when and how to report concerns and the process that will be followed after staff report concern?	- 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** all staff are aware of the setting's whistleblowing procedures?	- Can all staff 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? - How are all staff 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?

Whistleblowing (page 9 of audit)	Things to consider and discuss:
	• What steps are taken to ensure all staff 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 all staff who you work with about whistleblowing procedures? • Do you have a system in place to update all staff who you work with if any changes are made to the whistleblowing policy?
Do you **ensure** all staff feel able to raise concerns about poor or unsafe practice and know that such concerns will be taken seriously by the senior leadership team?	• How do you communicate to all staff 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 staff 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?
Do you **make sure** where a staff member feels unable to raise an issue with their employer, or feels that their genuine concerns are not being addressed, they should use the other channels open to them?	• How do you make all staff 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 all staff who you work with to raise issues with other channels if they feel their concerns are not being addressed?

Whistleblowing (page 9 of audit)	Things to consider and discuss:
Do you **make sure** that staff 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 provide the information about the NSPCC whistleblowing advice line. • How do you let all staff 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 all staff 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 Commissioners 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 educationdatahub@derbyshire.gov.uk

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 team