



St Helens College



University Centre
St Helens

Nursery Childcare Policy – Whistleblowing

Relating to: Nursery

Document reference: SHCPolNur25

Document owner: Nursery Manager

Date of approval: 29 September 2025

Date of next review: 29 September 2026

Policy Statement

Whistleblowing is raising a concern about malpractice within an organisation. Making a disclosure in the public interest (Whistleblowing) is essential for keeping children safe in the setting and to ensure good quality practice. St Helens College Nursery is committed to safeguarding the children in our care and supporting the staff to feel confident in being able to raise concerns they may have about the setting.

This policy provides individuals in the workplace with protection from victimisation or punishment should they raise a genuine concern about misconduct or malpractice in the setting. The Public Interest Disclosure Act 1998 underpins the policy to promote good practice and accountability in the public interest. The Act covers behaviour which amounts to:

- A criminal offence
- Failure to comply with any legal obligation.
- A miscarriage of justice
- Danger to health and safety of an individual and/or environment
- Bullying, humiliation, discrimination, poor practice, unsafe practice, abuse, or neglect
- Deliberate concealment of any of the above

If any issue is raised which suggests a child may be at risk of significant harm this will be managed through our Safeguarding & Child Protection policy. This policy is designed to nurture a culture of openness within the setting, which makes it safe and acceptable for any person to be able to raise a concern they may have about malpractice and misconduct.

Any person wishing to raise such a concern would normally report the matter to the nursery Safeguarding Lead or Deputy Safeguarding Lead. The concern will be documented and signed by both parties. The matter will then be investigated. This will include involvement from outside agencies such as the LADO. Advice and support regarding making a LADO referral can be sought by downloading the LADO consultation form from the St Helens Safeguarding Children Unit and returning the completed form to sthelenslado@sthelens.gov.uk.

Should it be clear a referral to the LADO is required without consultation, a LADO referral form should be downloaded and completed immediately. This form can be found on the [St Helens Safeguarding Children Unit](#). Once the form is completed, the referrer is to email securely to sthelenslado@sthelens.gov.uk and then follow up with a telephone call to the Safeguarding Children Unit on **01744 671252** within 1 day of the allegation.

You will be kept informed of timescales and the outcome of any investigation.

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:

- NSPCC whistleblowing advice line is available. 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. Alternatively, staff can write to: National Society for the Prevention of Cruelty to Children (NSPCC), Weston House, 42 Curtain Road, London EC2A 3NH.
- Ofsted provides guidance on how to make complaints about a provider: Complaints procedure - Ofsted - GOV.UK (www.gov.uk).
- General guidance on whistleblowing can be found via: Whistleblowing for employees.

In some cases, it may be required to follow the colleges internal Whistleblowing policy or seek advice from the colleges own Safeguarding Team **07580 510 038** or **07545 103 527**.

A disclosure in good faith to the Safeguarding Lead/Deputy Safeguarding Lead will be protected. Confidentiality will be maintained where possible and the person will not suffer any personal ramifications as a result of raising any genuine concerns about misconduct or malpractice within the setting. Any fabricated or malicious allegations will be dealt with through the Colleges Staff Disciplinary Rules & Procedures.

Scope of the Policy

This policy applies to all parents, children, and staff of the Childcare Facility

Associated Policies

- Safeguarding & Child Protection
- Equality & Inclusion
- Managing Children's Behaviour
- Health & Safety
- Special Educational Needs
- Communication
- Record Keeping & Confidentiality
- Working In Partnership with other Agencies
- Data Protection & Sharing of Information
- Supervisions
- Staff Behaviour
- Medications & Ill Health
- Visits & Outings
- Code of Conduct for Parents, Guardians, Visitors & Contractors
- Maintaining Children's Safety & Security on the Premises

- Induction of Staff & Students
- Intimate Care
- Dummies
- Nappy Changing
- Staff Behaviour
- Internet Use
- Education & Curriculum

Access to the Policy

This Policy will be issued to all Childcare Practitioners and made available to the users of the Childcare Facility. A copy of all policies & Procedures will be kept in the Managers office and in the reception area for parents/carers to access.

Post Holder to Contact

Director of Student Services.