



25d-WHISTLEBLOWING

This guidance is written for staff working with children in education settings including PVI settings/establishments.

Staff must acknowledge their individual responsibility to bring matters of concern to the attention of senior management and/or relevant agencies. Although this can be difficult this is particularly important where the welfare of children may be at risk.

You may be the first to recognise that something is wrong but may not feel able to express your concerns out of a feeling that this would be disloyal to colleagues or you may fear harassment or victimisation. These feelings, however natural, must never result in a child or young person continuing to be unnecessarily at risk. Remember it is often the most vulnerable children or young person who is targeted. These children need someone like you to safeguard their welfare.

Don't think what if I'm wrong - think what if I'm right

Reasons for whistle blowing

- 1 • Each individual has a responsibility for raising concerns about unacceptable practice or behaviour
- 2 • To prevent the problem worsening or widening
- 3 • To protect or reduce risks to others
- 4 • To prevent becoming implicated yourself

What stops people from whistle blowing

- 1 • Fear of starting a chain of events which spirals out of control
- 2 • Disrupting the work or project
- 3 • Fear of getting it wrong
- 4 • Fear of repercussions or damaging careers
- 5 • Fear of not being believed

How to raise a concern

- You should voice your concerns, suspicions, or uneasiness as soon as you feel you can. The earlier a concern is expressed the easier and sooner action can be taken.
- Try to pinpoint exactly what practice is concerning you and why.
- Approach your immediate manager, Designated safeguarding lead for Child Protection, or manager or LA for guidance
- If your concern is about your immediate pre-school/manager, speak to the Chair of committee or if you feel you need to take it to someone outside the setting, contact the Safeguarding Team
- Make sure you get a satisfactory response - don't let matters rest
- Ideally, you should put your concerns in writing, outlining the background and history, giving names, dates and places wherever you can

A member of staff is not expected to prove the truth of an allegation but will need to demonstrate sufficient grounds for the concern.

¹Staff includes any adult, paid or voluntary, who works in a setting.

What happens next

- 1 • You should be given information on the nature and progress of any enquiries
- 2 • Your employer has a responsibility to protect you from harassment or victimisation.
- 3 • No action will be taken against you if the concern proves to be unfounded and was raised in good faith
- 4 • Malicious allegations may be considered as a disciplinary offence



Self reporting

There may be occasions where a member of staff has a personal difficulty, perhaps a physical or mental health problem, which they know to be impinging on their professional competence. Staff have a responsibility to discuss such a situation with their line manager so professional and personal support can be offered to the member of staff concerned. Whilst such reporting will remain confidential in most instances, this cannot be guaranteed where personal difficulties raise concerns about the welfare or safety of children.

Further advice and support

It is recognised that whistle blowing can be difficult and stressful. Advice and support is available from your line manager, and/or your professional or trade union. They can also call NSPCC whistleblowing helpline on 08000280285 (line is available from 8am to 8pm, Monday to Friday) or email help@nspcc.org.uk.

Staff can also contact the LADO lado@walthamforest.gov.uk or 0208 496 3646

Parents or others in the wider school community with concerns can contact the NSPCC general helpline on: 0808 800 5000 (24 hour helpline) or email: help@nspcc.org.uk

Safeguarding in Education Service

Tel: 0208 496 3000

With acknowledgement to Surrey Children's Services for their Model Policy on 'Whistleblowing'.

This policy was agreed at an Under 5s AGM meeting held on...17th...November 2025.. (Date)

Signed on behalf of the preschool...

(Chair)