



Whistleblowing Policy

Crazy 4 Kids is committed to the highest standards of openness, probity and accountability. If a member of staff discovers evidence of malpractice or wrongdoing within the Setting they can disclose this information internally without fear of reprisal. Our Whistleblowing policy is intended to cover concerns such as: Financial Malpractice or Fraud, Failure to comply with a Legal Obligation, Dangers to Health and Safety or the Environment, Criminal Activity and Improper Conduct or Unethical Behaviour.

This policy should not be used to question business decisions made by the Registered provider, or to raise any matters that are covered under other policies (eg discrimination or racial harassment). Any allegations relating to Child Protection will follow the procedures set out in the Child Protection policy. Any concerns relating to the employment conditions of an individual member of staff should be raised according to the procedures set out in the Staff Grievance policy.

In the first instance concerns should be taken to the setting manager. If, due to the nature of the problem, this is not possible, concerns should be raised with the Registered Provider Julie Norris or Area Manager Joanna Tague

Where a staff member feels unable to raise with their employer, or feels that their genuine concerns are not being addressed, other channels are open to them:

- NSPCC whistleblowing advice line is available. Staff can call 0800 0280285- 08:00 to 20:00, Monday to Friday and 9:00 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 childcare provider: [Complaints procedure - Department for Education - GOV.UK](#)
- General guidance on whistleblowing can be found via: [Whistleblowing for employees: What is a whistleblower - GOV.UK](#)
- The Local Authority Designated Officer (DO formerly known as LADO) or the Local Safeguarding Children Partnership (if it concerns a Child Protection issue and is not already covered by the procedure set out in the setting's Child Protection policy)
- Ultimately, with the police (if a crime is thought to have been committed).
- Crazy 4 Kids Central safeguarding email – Safeguarding@crazy4kids.co.uk

Ideally the staff member should put his or her allegations in writing, setting out the background to the situation, giving names, dates and places where possible, and the reason why they are concerned about the situation.

If the member of staff is still uncertain about how to proceed with the concern, he or she can contact the Whistle Blowing charity PCAW (Public Concern at Work) for advice.

Responding to a concern:

Initial enquiries will usually involve a meeting with the individual raising the concern and will dictate whether an investigation is appropriate and if so, what form it should take.



If the initial meeting does not resolve the concern, further investigation is required. The appropriate person will investigate the concerns thoroughly, ensuring that a written response can be provided within ten working days where feasible, or if this is not possible, giving a date by which, the final response can be expected. The response should include details of how the matter was investigated, conclusions drawn from the investigation, and who to contact if the member of staff is unhappy with the response and wishes to take the matter further.

Rights and responsibilities of the whistle-blower:

All concerns will be treated in confidence and Crazy 4 Kids will make every effort not to reveal the identity of anyone raising a concern in good faith. At the appropriate time, however, the member of staff may need to come forward as a witness.

If a member of staff raises a concern in good faith which is then not confirmed by the investigation, no action will be taken against that person.

If the investigation concludes that the member of staff maliciously fabricated the allegations, disciplinary action may be taken against that person.

- Northamptonshire DO (Local Authority Designated Officer):
LADOConsultations@NCTrust.co.uk Andy Smith - 07850 854309 / Sian Edwards 07738 636449 / Francesca Hamilton 07443 348415
- LSCP (Local Safeguarding Children Partnership): [Home - Northamptonshire SCP](#)
- Waltham forest DO (Local Authority Designated Officer):
LADO@walthamforest.gov.uk 020 8496 3646
- Ofsted: 0300 123 4666
- PCAW (Protect, Speak up, Stop harm): 020 3117 2520 (website: www.protect-advice.org.uk)

Related policies, Safeguarding and Child Protection policy, Grievance policy.

Julie Norris

Registered Provider

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