Whistleblowing Policy

At JCB’s Childcare we are committed to safeguarding and protecting children.

We want to harness an environment where is it safe to share concerns and staff can be comfortable to do so.

Concerns can be raised by staff members at any time however staff will be specifically asked during their monthly supervision meetings if there is anything they would like to discuss.

All concerns are raised in an anonymous way however there may be times when if the situation requires reporting outside of the setting anonymity cannot be preserved.

Concerns should be raised directly with the manager Jennifer Harper.

All concerns will be investigated promptly and acted on accordingly.

If concerns are upheld it may result in disciplinary action in line with the procedure outlined in the Employee handbook. Malicious complaints may also result in disciplinary action against the complainant.

Concerns will be dealt with confidentially however where possible feedback will be given to the complainant.

Concerns can include changes to suitability, health and behaviour both in and out of the setting.

If the concern regards the manager Jennifer Harper then the person with the concern should contact the LADO if they feel it is a safeguarding concern or Ofsted in the first instance. The following numbers are relevant in this instance.

Useful Telephone Numbers:   
Norfolk County Council Children’s Services, MASH and consultation line: 0344 800 8020

Local area designated officer (LADO): 01603 223 473  
Police Station: 101 or 999 depending on urgency   
Ofsted: 0300 123 1231

All data will be held in line with GDPR regulations (please see sperate policy)