

1.2 a WHISTLE BLOWING

Whistle blowing is a mechanism by which adults can voice their concerns, made in good faith, without fear of repercussions from their employer/manager or retribution from their colleagues. Whistle blowing is the term used when the person raising the concern is not usually personally or directly affected by the danger or legality.

Staff should acknowledge their responsibilities and bring their concerns to the attention of senior management and/ or external agencies.

This may include concerns about fraud, crime, danger/serious risks that could threaten children, parents/carers, colleagues or members of the public.

This is particularly important where the welfare and safeguarding of the children may be at risk. Cornwall's Single Referral telephone number is 0300 123 1116.

In accordance with the Public Interest Disclosure Act 1998 employment rights are protected for any staff member who voices their concerns which might otherwise be regarded as confidential.

How to raise a concern:

If something is concerning you, as a first step you should raise concerns with your manager, however we recognise that on occasions this may be inappropriate in which case there are the following other options to raise a concern:

Single Referral Unit: Tel. 0300 123 1116

Environmental Agency: www.environment-agency.gov.uk tel. 03708 506 506

Food Standards Agency: www.food.gov.uk tel.020 7276 8829

Health and Safety Executive: www.hse.gov.uk tel.08701 54500

Ofsted: www.ofsted.gov.uk tel. 0300 123 1231

Police: tel. 101

All concerns raised will be treated confidentially by those involved in the reporting process. All concerns raised will be acknowledged within 7 days, and they will be recorded and stored in file in BLUE BOX.

All concerns will be investigated and responded to within 14 days.

Management and appropriate external agencies will be informed of any concerns following the settings own investigations.

Public Concern at Work is an independent charity providing free confidential help and advice about raising concerns at work.

www.pcaw.co.uk tel. 020 7404 6609