

Safeguarding and Welfare Requirement: Child Protection

The provider must take necessary steps to safeguard and promote the welfare of children.

1.8 Child Protection – Whistleblowing (January 2023)

This guidance is written for all employees and volunteers working at the Pavilion Pre-School and should be read in conjunction with the Safeguarding Children and Child Protection Policy. Employees and volunteers must acknowledge their individual responsibilities to bring matters of concern to the attention of the Manager, the Joint Leaders 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 concern 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 people who are targeted. These children need someone like you to safeguard their welfare.

Reasons for whistleblowing

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

What stops people from whistleblowing?

- Starting a chain of events which spirals
- Disrupting the work or project
- Fear of getting it wrong
- Fear of repercussions or damaging careers
- 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 it is possible for action to be taken
- Try to pinpoint what practice is concerning you and why
- Approach someone you trust and who you believe will respond
- Make sure you get a satisfactory response—don't let matters rest
- Put your concerns in writing on a Confidential Incident Record form
- Discuss your concerns with the Joint Leaders
- A member of staff is not expected to prove the truth of an allegation but you will need to demonstrate sufficient grounds for the concern
- The Joint Leaders will undertake an investigation into your concerns and offer you support

Legal Framework

The Public Interest Disclosure Act 1998

SEND Code of Practice: 0-25 years (2014)