## Derby / Whistlewood Forest School Raising Concerns Policy (Whistle-blowing policy)

Last upate – 10th April 2025 Written by – Rosalyn Phillips (Designated Safeguarding lead) Review Date – April 2027

Derby / Whistlewood Forest School aims to ensure that the highest standards of care are maintained for all children at all times, and that parent's feel confident in staff members abilities. Children must be kept safe as outlined in our child protection and safeguarding policy. It is therefore vital that we have a transparent culture within our setting where everyone feels able to raise any concerns they may have.

If any staff member has concerns regarding the way children are being cared for or regarding the practice of another member of staff / volunteer, then they must report them to their immediate manager. All concerns raised will be taken seriously and fully investigated.

If a staff member feels unable to discuss the matter with their manager, then the *Allegations Against Staff, Carers and Volunteers procedure* in the <u>Derby and Derbyshire Safeguarding Children Procedures</u> must be followed. *The Derby and Derbyshire LADO form* must be completed which can be found on the DDSCP website here: <u>Allegations</u> and an email sent to <u>professional.allegations@derbyshire.gov.uk</u>. Appendix A below shows the flowchart for this process and is stored and accessible to all staff on site. (Pink folder)

Staff should also contact Ofsted directly on 0300 123 3155.

Useful information is also available from the NSPCC at: Whistleblowing Advice Line | NSPCC

## Appendix A - Flow chart for concerns / allegations about staff members

You have a concern / allegation about a member of staff, volunteer, manager or anyone else working on the premises who have;

- Behaved in a way that has or may have harmed a child / young person
- Possibly committed a criminal offence against or related to a child / young person
- Behaved towards a child / young person in a way that indicated they may pose a risk of harm to them



Assess & Ensure the safety of the child. If a child is in immediate danger contact the police on 999



Does the concern relate to the Manager or DSL?

Yes - Contact the 2nd DSL named in appendix B and discuss your concerns with them



**No** - Notify and discuss your concerns with the DSL / Manager

Compete a "Derby and Derbyshire LADO Form" and send within 24 hours to:

professional.allegations@derbyshire.gov.uk
This is available on the DDSCP website here:
Allegations





The Local Authority Designated Officer (LADO) assess whether allegation / concern meets the criteria and plans a response



A joint child protection & police response may follow Contact Ofsted to report an allegation has been made on 0300 123 3155 or send an email to CIE@ofsted.gov.uk
There is also information regarding this at
Whistleblowing Advice Line NSPCC

Last updated: April 2025