

Whistleblowing Policy

Golden Roots Preschool at Grangehurst

Golden Roots Early Years Ltd



This policy has been adopted and adapted from the Coventry Early Years Model Policy: Whistleblowing, reviewed August 2025.

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1. Introduction

Golden Roots Preschool at Grangehurst is committed to promoting a safeguarding culture which is transparent and open, with a responsibility to ensure that the children who attend are kept safe and well. Everyone has a responsibility to raise concerns, no matter how small, about safeguarding or other poor, unsafe or illegal activities.

Whistleblowing is the tool by which all staff can voice their concerns in relation to any kind of information or activity that is deemed illegal, unethical, or not correct which is made in good faith, without fear of repercussion.

Staff who use whistle blowing procedures have their employment rights protected.

Procedures and any whistleblowing policy must meet the [statutory requirements of the EYFS](#) and meet the terms of the Public Interest Disclosure Act 1998.

2. Scope

This policy applies to:

- All staff at Golden Roots Preschool at Grangehurst (permanent, temporary, part-time)
- Volunteers
- Work experience students
- Agency workers
- Contractors and visitors
- External professionals working with the nursery

It complements other internal policies, including:

- Safeguarding & Child Protection
- Managing Allegations Against Adults who Work with Children
- Complaints Procedure
- Staff Code of Conduct
- Behaviour Management

Equality, Diversity and Inclusion

3. Aims

- To encourage staff to report suspected wrongdoing as soon as possible.
- To provide a clear procedure for raising concerns.
- To reassure staff that concerns will be taken seriously and investigated.
- To protect whistleblowers from reprisals or victimisation.

4. Statutory Framework requirements

This policy has regard to:

[Statutory Framework for the EYFS \(September 2025\)](#)

[Working Together to Safeguard Children \(2023\)](#)

[Public Interest Disclosure Act 1998](#)

[Keeping Children Safe in Education \(KCSIE\)](#), where applicable

5. Whistleblowing definition

Whistleblowing is the reporting of a concern about a danger, risk, wrongdoing, or malpractice which affects others. Examples include:

- Unsafe working conditions
- Poor or unsafe childcare practice
- Failure to comply with statutory obligations (e.g. safeguarding requirements such as adult:child ratios)
- Suspected or actual abuse of a child
- Discrimination or bullying
- Financial misconduct or theft
- Activities outside of the workplace which may be illegal, in conflict with the staff code of conduct, or involve the police and/or social care
- Concealment of any of the above

This policy is not for concerns about an individual's own employment—that should be addressed through the grievance procedure.

6. Whistleblowing procedure

1. Concerns should be raised as soon as possible.
2. You may raise your concern:

- Verbally (in person or by phone)
 - In writing (email or confidential letter)
 - Anonymously, though this may limit investigation scope
3. [Golden Roots Preschool at Grangehurst encourages staff to raise concerns internally first, wherever possible, so that issues can be addressed quickly, appropriately and in the best interests of children.](#)
 4. You should report your concern to one of the following, as appropriate:
 - Almedina Foric – Director/Manager and Designated Safeguarding Lead (DSL)
 - Deputy Manager and Deputy Designated Safeguarding Lead (Deputy DSL)
 - Mohammed Adepoju – Director, Golden Roots Early Years Ltd
 - If the concern relates to the DSL or senior leadership, staff may contact the LADO, Ofsted or NSPCC directly
 5. If your concern is an allegation against an adult working with children, [Golden Roots Preschool at Grangehurst](#) safeguarding and child protection policy should be adhered to and the DSL notified immediately. It is essential that all allegations are given **immediate priority**.

If you feel unable to raise the concern internally, or the concern involves senior managers or owners, you can escalate it to:

Ofsted Whistleblowing Hotline

- **Phone:** 0300 123 3155
- **Email:** whistleblowing@ofsted.gov.uk
- **Online form:** <https://www.gov.uk/government/publications/whistleblowing-about-childrens-social-care-services-to-ofsted>

You can also contact:

- The Local Authority Designated Officer (LADO) for concerns involving an allegation against a professional working with children in Coventry [Coventry LADO information](#)
- The **NSPCC Whistleblowing Advice Line:** 0800 028 0285 or email at help@nspcc.org.uk

General guidance on whistleblowing can be found via: [Whistleblowing for employees.](#)

7. What will happen after

The concern will be acknowledged as soon as reasonably possible and normally within 5 working days. An initial assessment will be made to determine the appropriate response, which may include:

- Internal investigation
- Referral to Ofsted or local authority
- Referral to police or safeguarding team

Where appropriate, the whistleblower will be informed of the outcome, while respecting confidentiality.

8. What to do if there is still a concern

If you feel that your genuine concerns are not being addressed after you have reported them, or the wrongdoing is still going on, there are other actions you can take.

You can tell someone more senior in your setting, you can contact the Advisory, Conciliation and Arbitration Service (Acas), the whistleblowing charity Protect, or your trade union for more guidance and you can seek legal advice.

You can tell a prescribed body. For safeguarding concerns, this would be the National Society for the Prevention of Cruelty to Children (NSPCC).

There are three ways to do this, these are listed below.

- The NSPCC whistleblowing advice line on 0800 0280285 is open 08:00 to 20:00, Monday to Friday and 09:00 to 18:00 at weekends.
- The NSPCC email address is: help@nspcc.org.uk
- The NSPCC postal address is National Society for the Prevention of Cruelty to Children (NSPCC), Weston House, 42 Curtain Road, London EC2A 3NH.

You can report your concerns to Ofsted and the DfE. This should generally be done after you have followed the setting's procedures, but you are not happy with the outcome. However, you do not need to complete the setting's procedures first if a child has been exposed to harm or if the setting is stopping you from following these procedures. You can find out how to report your concerns here: [Ofsted Complaints procedure](#).

If you think children are at risk or being abused or neglected, you can contact the children's social care team at the local council or the NSPCC. You can also call the local police on 101.

You should call 999 if a child is in immediate danger.

9. Protection for whistleblowers

In line with the Public Interest Disclosure Act, whistleblowers:

- Will not be victimised for raising a genuine concern
- Will have their identity protected as far as possible
- Are entitled to support during the process

If you believe you have suffered any unfair treatment as a result of whistleblowing, you should report it immediately.

All concerns will be treated in confidence and every effort will be made not to reveal the identity of the whistleblower, unless required by law

10. Creating a culture that supports whistleblowing

Golden Roots Preschool at Grangehurst is committed to creating an effective culture of safeguarding which ensures any issues about safeguarding and welfare of children, and any concerns from staff, can be addressed. To do this we will have:

- Clear, shared mission, vision and values
- Clear policies and procedures that reflect best practice
- Committed leaders who prioritise safety through their policies and their actions
- Risk awareness by all, including staff training on identifying potential risks and mitigating them, safety protocols and emergency procedures

- An open, fair and just culture where team members can report risks and near misses without fear of retribution
- A culture of continual improvement and learning with reflection on current practice, leading to continuous learning, adaptation and improvement of practices
- Effective communication
- A supportive environment that ensures the mental health and well-being of team members
- Professional curiosity which is encouraged and valued
- High-quality effective and regular supervision for staff