



Whistleblowing Policy

Purpose

Abi Nursery is committed to maintaining the highest standards of safeguarding and professional conduct.

Whistleblowing is when a member of staff raises a concern about wrongdoing, unsafe practice or safeguarding risks within the nursery.

All staff have a duty to report concerns. Staff will not suffer any disadvantage for raising genuine concerns in good faith.

What Should Be Reported

Concerns may include:

- unsafe practice affecting children
- safeguarding concerns
- breaches of nursery policies
- criminal behaviour
- attempts to conceal wrongdoing.

Concerns may relate to staff, volunteers, students, management or external professionals.

Reporting Procedure

Step 1 - Raise the Concern Internally

Staff should report concerns to:

Designated Safeguarding Lead (DSL)

Abi Williams

Deputy DSL / Deputy Manager

Chris McCulloch

Concerns should be raised **as soon as possible**.

Step 2 - If the Concern Involves Management

If the concern involves the DSL or nursery management, staff may contact:

Local Authority Designated Officer (LADO)

Barnet LADO: **020 8359 4066**

Step 3 - If the Concern Is Not Addressed

Staff may contact external safeguarding authorities:

Ofsted

0300 123 1231

Barnet MASH (Children's Social Care)

020 8359 4066

NSPCC Whistleblowing Helpline

0800 028 0285

Confidentiality



Concerns will be treated confidentially wherever possible, and information will only be shared with appropriate safeguarding authorities.