

Whistleblowing Policy

This policy applies to all employees, students, apprentices, volunteers, agency staff and contractors working within the nursery.

1	Whistleblowing is the process of raising concerns about poor, unsafe, illegal or unethical practice, including any behaviour that may place children, families, staff or the organisation at risk.		
2	LifeLine aims to be honest and responsible. We expect our staff to behave properly.		
3	If you have safeguarding concerns about poor or unsafe practice in the nursery, you must report them immediately to your Designated Safeguarding Lead, Nursery Manager, or another appropriate person listed below.		
	Ambleside Nursery	Charlie Walton	01708 579 449
	St. Nicholas Nursery	Jodie Richards	01708 450 781
4	If you do not feel able to speak to your line manager, please contact another person listed below.		
5	If you feel you cannot talk to your line manager, you can talk to one of the staff shown in 12 below		
6	Please raise concerns at the earliest opportunity so they can be investigated and addressed appropriately. Concerns raised in good faith will be treated confidentially wherever possible, and no employee, volunteer, student or apprentice will suffer any detriment, harassment or victimisation as a result. Concerns may be raised anonymously; however, this may make a thorough investigation more difficult		
7	We will not tell people that you have spoken to us about the issue, unless we really have to.		
8	If a crime has been committed we will have to tell the police.		
9	Please give truthful information.		
10	Someone will be chosen to look into your complaint.		
11	When we have investigated your complaint we will write to you to tell you what we have found.		
12	If you feel you cannot talk to Charlie or Jodie, you can speak to the following people:		
	Interim Regional Nursery Manager	Terri Noone	07542 576785
	Designated Safeguarding Lead	Julia Ward	0208 597 2900
	Chief Executive Officer	Nathan Singleton	07813 315 385
13	We strongly urge you to raise your concerns with us, but if you feel unable to raise an issue with one of the above staff, or if you feel your genuine concerns are not being addressed, you can contact one of the external organisations below:		
	General guidance on whistleblowing can be found at www.gov.uk/whistleblowing NSPCC whistleblowing advice line, open: 08:00 to 20:00, Monday to Friday 09:00 to 18:00 at weekends.	Telephone number: 0800 0280285, or Email help@nspcc.org.uk , or alternatively write to: National Society for the Prevention of Cruelty to Children (NSPCC), Weston House, 42 Curtain Road, London EC2A 3NH	
	Ofsted	Telephone number: 0300 123 4666, or Email: enquiries@ofsted.gov.uk	

This policy meets the requirements of the Early Years Foundation Stage (EYFS) Statutory Framework effective from 1 September 2026.

Date policy last reviewed/updated	1 st September 2026	Reviewed by	Terri Noone – Interim Regional Nursery Manager Charlie Walton – Nursery Manager Jodie Richards – Nursery Manager
Date of next review/update	September 2027		