

WHISTLE BLOWING

Ysgol Llandrillo Yn Rhos Day Care expect all staff to act professionally and in the best interests of children at all times

In the event of any member of staff /volunteer/adult having concerns about the actions or behaviour of any other person employed, working or volunteering within the setting, they must take action appropriate to their concerns and the person involved.

As a childcare provider we recognise that the person reporting the concern is a witness not a complainant.

Confidentiality and anonymity will be maintained and respected unless any investigation and outcome would be compromised by the circumstances and nature of the concern/incident such as in Child protection issues.

As a childcare provider we will

- ensure a fair and thorough investigation of any issues
- ensure investigations undertaken are recorded accurately and appropriately
- work cooperatively with other organisations and professionals as necessary and appropriate to the concern or issue being investigated
- take any necessary disciplinary action in line with employment law and setting procedures, where staff have failed in their duty to act professionally and in the best interests of the children in the care

Failure to report Child protection concerns will result in disciplinary action being taken

Taking action and reporting concerns

Concerns relating to the actions of a member of staff/volunteer/visitor (excluding Supervisor/Manager/Person in Charge):

These must be raised with the Supervisor/Manager/Person in Charge

If having raised the matter, the person reporting the concern believes it has not been dealt with satisfactorily or appropriately, then it must be raised with and reported to the Registered Person/Responsible Individual

If this is not appropriate then CSSIW must be informed

Concerns relating to the actions of Supervisor/Manager/Person in Charge

These must be raised with and reported to the Registered Person/Responsible Individual

If having raised the matter, the person reporting the concern believes it has not been dealt with satisfactorily or appropriately then it must be raised with and reported to CSSIW.

If it is not appropriate to raise the matter or report the issue with the Registered Person/Responsible Individual then CSSIW must be informed directly.