

# Dazzling Stars Whistleblowing Policy

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## Whistleblowing Policy

### 1. Purpose of this Policy

The purpose of this policy is to provide a clear framework for raising concerns about malpractice, wrongdoing, or risks to the safety and welfare of children, staff, and the wider community.

Dazzling stars is committed to safeguarding children and promoting a safe, transparent, and ethical environment.

This policy ensures that:

- Concerns are taken seriously and acted upon quickly.
  - Staff and stakeholders are protected from retaliation.
  - Issues are resolved fairly, confidentially, and in line with legal obligations.
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### 2. Who This Policy Applies To

This policy applies to:

- All staff (permanent, temporary, agency, and volunteer).
  - Students on placement.
  - Contractors, suppliers, and any other individuals working within the nursery.
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### 3. What is Whistleblowing?

Whistleblowing is when someone raises a genuine concern about:

- Safeguarding and child protection risks.
- Unsafe practices or breaches of health and safety.
- Suspected fraud, theft, or financial irregularities.
- Breach of policies, procedures, or professional standards.
- Neglect of duty or professional misconduct.
- Any activity that may harm children, staff, or the reputation of the nursery.

This policy is **not** for general staff grievances (which should be dealt with under the grievance procedure).

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## 4. How to Raise a Concern

- Concerns should be reported as soon as possible to the **Nursery Manager** or the **Designated Safeguarding Lead (DSL)**. ( [Name: Susan Abosede Bolaji](#) )
  - If the concern is about the Manager, it should be reported to the **Chair of Governors/Owner/Committee**.
  - Concerns can be raised verbally or in writing. A written record will be made.
  - Concerns may be raised anonymously, but providing your name will help us investigate more effectively.
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## 5. How Concerns Will Be Handled

- The concern will be acknowledged within [5] working days.
  - An initial assessment will be carried out to determine the next steps.
  - Where appropriate, a formal investigation will take place.
  - Outcomes may include no further action, disciplinary measures, or referral to external agencies (e.g. Ofsted, Local Authority Designated Officer).
  - You will be informed of the progress and outcome where possible.
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## 6. Protection for Whistle-blowers

- We are committed to protecting whistle-blowers from victimisation, harassment, or retaliation.
  - Raising a concern will not affect your employment, training, or placement opportunities if it is made in good faith.
  - Malicious or false allegations may, however, result in disciplinary action.
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## 7. External Whistleblowing

If you feel unable to raise a concern internally, you can contact external bodies such as:

- **Ofsted:** 0300 123 3155
  - **Local Authority Designated Officer (LADO)**
  - **NSPCC Whistleblowing Helpline:** 0800 028 0285
  - **Police (non-emergency 101 / emergency 999)**
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## **8. Confidentiality**

All concerns will be handled sensitively. The identity of whistleblowers will be kept confidential as far as possible, but it may be necessary to share information to investigate fully.

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## **9. Review of Policy**

This policy will be reviewed annually by the Nursery Manager and the Governing Body/Owner to ensure it remains compliant with legislation and best practice.