

Whistleblowing Policy.

All new members of staff will strictly follow our safer recruitment policy and procedure (see safer recruitment policy) before coming into the setting. If staff have concerns about another member of staff we will follow the follow procedure.

Report any concerns to the DSL or DDSL.

The DSL will then inform the LADO (Local Authority Designated Officer) within one working day and Ofsted within 14 days, but as soon as possible following their advice as to whether to continue working.

If concerns are regarding the DSL or DDSL then staff can contact the LADO directly and details of how to do this will be displayed in the toilets and in the policies.

LADO contact details for cheshire East are 01270685904 or 01606288931

We will ensure we have child protection and LADO contact details for any out of area children again to be displayed in the toilets.

Staff can also contact the NSPCC whistleblowing line 0800 0280285 open 8-8 mon-fri 9-6 at weekends. Email : help@nspcc.org.uk

Social Media

All staff must be aware that any behaviour or content on their personal social media deemed inappropriate or a potential risk to children can result in a referral to LADO and affect their capacity to work with children. Management reserve the right to request to follow or friend staff on social media to ensure content is appropriate. Staff are forbidden to post any photos or information about children within their care to social media and discouraged to friend parents to their personal social media.

Management to encourage an open culture, be present on site and know staff well. All staff to look out for changes in behaviour of staff, pushing boundaries re safeguarding policies and generally behaving unusually or inappropriately.

As a nursery, we ensure all staff have a current DBS check and this is on the update service.

We ensure all visitors that come to nursery sign the visitors book and do not have unsupervised access to the children under any circumstances.

We will not allow any visitors to take our children to the toilet or change their nappies.

We will request identification from all visitors not known to us and will refuse entry if we are unsure of them.

Document every accident and incident that occurs whilst in our care, informing parents and requesting them to sign our records.

Noting any marks on the children when they arrive and asking parents to inform us of any accidents that have occurred whilst outside our care. Parents will need to complete a preexisting injury form on Ovivio.

Keeping accurate records on each child.

All staff to sign the code of conduct