

Whistle blowing

Employees of the Nursery/ Allegations of abuse by member of staff

If an allegation is made against a member of staff the DSMS will immediately inform the children's access centre. It is important to take a name of the person spoken to and they will advise on the next steps to be taken. The Local Authority Designated Officer (LADO) will also be on hand to convene a strategy meeting and offer advice and support. OFSTED and the Independent Safeguarding Authority will also need to be informed and this will be investigated.

- ☐ Staff will cooperate with the investigating authority.
- ☐ The nursery reserves the right to suspend any member of staff on full pay during an investigation
- ☐ All investigation/interviews will be documented and kept in a locked file. Records on the alleged perpetrator will be kept until they reach normal retirement age or for 10 years if that period of time is longer. This includes records of people no longer associated with the provision.
- ☐ Unfounded allegations will result in all rights being re-instated.
- ☐ All allegations will be passed on to the relevant organisation (Children's service access centre) and will result in the termination of employment. OFSTED may be notified immediately of the allegation. The nursery will also be required to notify the Independent Safeguarding Authority (ISA) to ensure their records are updated.
- ☐ Counselling will be available for any member of the nursery who is affected by the allegation, their colleagues in the nursery and the parents.
- ☐ If an allegation of abuse is made about the nursery manager /registered person, the person making the complaint is likely to contact OFSTED, Children's services or the police directly.

Referral numbers.

Ofsted complaints, investigation and enforcement team – 03001231231

- ☐ (LADO) Local authority Designated officer - 0300 200 1006 or 0300123 1650 (whistle blowing)
- ☐ North West referral Hub 0300 123 1630