



Whistleblowing Policy Little Learners Nursery Clapham

Date Policy Approved:	5th January 2026	Date updated policy was shared with all staff:	9th January 2026	Date of next review of the policy:	January 2027
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Name of Proprietor:	Michelle Reynolds
Name of Manager:	Maria Crescenzo
Name of Designated Safeguarding Leads:	Michelle Reynolds Maria Crescenzo
Name of Deputy Designated Safeguarding Lead:	Beata Janik
Name and contact details of Wandsworth LADO:	Anita Gibbons LADO@wandsworth.gov.uk 07974 586461
Name and contact details of Wandsworth Designated Safeguarding Lead PVI settings:	Matt Hutt Tel: 020 8871 8820 Email: matt.hutt@richmondandwandsworth.gov.uk



Policy Statement

Little Learners is committed to the highest possible standards of openness and accountability. In line with this commitment, we encourage everyone with an interest in our organisation; employees, service users, outside professionals etc to come forward and voice genuine concerns about any wrongdoing in the organisation for example, crimes, civil offences, miscarriages of justice, dangers to health and safety or the environment and the cover up of any of these.

Anyone can do so without fear of reprisals.

This policy is based on the following fundamental principles:

- All interested parties, as mentioned above, have the right and responsibility to raise concerns about perceived unacceptable practice or behaviour.
- Little Learners will not tolerate harassment or victimisation and will take action to protect workers when they raise a concern in good faith.
- We will do our best to protect a whistleblower's identity. However, if the concern raised needs to be addressed through another procedure, e.g. disciplinary procedure, the worker may be required to provide a signed statement as part of the evidence.
- Appropriate advice and support will be made available to anyone who raise concerns and they will be kept informed of the progress and outcome of any investigation.
- We will not tolerate malicious allegations; this may be considered a disciplinary offence. In the first instance all concerns should be raised with the setting Manager: Michelle Reynolds.

We will then conduct an internal investigation and provide a written response within 10 working days. In the second instance, our regulatory body; OFSTED should be contacted. Tel: 0300 123 4666. Email: enquiries@OFSTED.gov.uk 1.7