



# Whistle-Blowing and Raising Concerns Policy

*Bumble & Bloom Childcare · Compliant with EYFS September 2025*

This policy sets out how anyone working in, visiting or connected with Bumble & Bloom Childcare can raise a concern about the safety of children or the conduct of an adult, and how those concerns will be handled.

## Our commitment

- The safety and wellbeing of children is our first priority.
- Anyone raising a genuine concern will be listened to, supported and protected from retaliation.
- We follow the Public Interest Disclosure Act 1998, which protects workers who raise concerns in good faith.

## What to raise

- Any concern that a child may be at risk of harm.
- Any concern about the conduct of an adult working with children (including the registered childminder), such as inappropriate behaviour, physical intervention, use of mobile devices around children, or breaches of safeguarding.
- Any concern that the setting is not complying with the EYFS, safeguarding law or its own policies.

## How to raise a concern internally

- In the first instance, raise the concern with Charlotte, the registered childminder and designated safeguarding lead.
- If the concern is about Charlotte, or you feel it has not been dealt with, raise it directly with Suffolk Childcare Agency (SCA).

## Raising a concern externally

- You can contact the Suffolk Childcare Agency safeguarding team on the number displayed on the setting's noticeboard, or via [scachildcare.co.uk](http://scachildcare.co.uk).
- You can contact the Local Authority Designated Officer (LADO) if the concern relates to an adult working with children.
- You can contact the NSPCC whistle-blowing advice line on 0800 028 0285 or [help@nspcc.org.uk](mailto:help@nspcc.org.uk).
- In an emergency where a child is at immediate risk, call 999.

## How concerns are handled

- All concerns are taken seriously, recorded and investigated promptly.
- The person raising the concern is kept informed as far as legally possible.
- Confidentiality is protected wherever possible; the identity of the whistle-blower is not shared without their consent unless required by law.
- Retaliation against anyone raising a concern in good faith is treated as a disciplinary matter.

## Records and review

- Whistle-blowing records are stored securely and separately from personnel files.
- This policy is reviewed at least annually and after any concern is raised.