



Whistleblowing Policy

Date of last review: November 2025

Date of next review: November 2026

Little Muddy Me Ltd is committed to the highest standards of honesty, integrity, and accountability. All staff, volunteers, parents and visitors have a responsibility to report concerns about wrongdoing or misconduct within the setting. This policy outlines how concerns can be raised confidentially and without fear of retaliation.

What is Whistleblowing?

Whistleblowing is the act of reporting suspected wrongdoing, malpractice, or unethical behaviour. This may include, but is not limited to:

- Safeguarding concerns, including child protection issues.
- Health and safety breaches that put individuals at risk.
- Financial malpractice or fraud.
- Criminal offences.
- Breaches of legal obligations.
- Discrimination, harassment, or bullying.
- Actions that could damage the reputation of Little Muddy Me Ltd.

How to Raise a Concern

If you have a concern, you should report it at the earliest opportunity. You can do this by:

1. Speaking to your Line Manager or the Designated Safeguarding Lead (DSL)

2. If the concern involves your Line Manager or DSL, you can escalate it to the Company Directors
3. If you feel unable to raise the issue within the setting, external reporting can be made to:
 - Ofsted: 0300 123 3155 / Email: whistleblowing@ofsted.gov.uk
 - Local Authority Designated Officer (LADO): [Insert Contact Details]
 - NSPCC Whistleblowing Advice Line: 0800 028 0285

4. Confidentiality & Protection

- All concerns will be handled in strict confidence, and where possible, the whistleblower's identity will be kept anonymous.
- Little Muddy Me Ltd does not tolerate victimisation or retaliation against whistleblowers. Any staff member found to be treating a whistleblower unfairly will face disciplinary action.
- False allegations made maliciously will be taken seriously and may result in disciplinary proceedings.

5. Investigation & Outcome

- All concerns will be investigated promptly and fairly.
- If necessary, external authorities may be involved in the investigation.
- The whistleblower will be informed of the outcome where appropriate, but due to confidentiality, full details may not always be disclosed.