



Focus On...

Allegations and whistleblowing

Creating a culture in which all concerns about adults are shared responsibly and with the right person, recorded and dealt with appropriately, is critical. If implemented correctly, this should encourage an open and transparent culture; enabling us to identify concerning, problematic or inappropriate behaviour early; and minimise the risk of abuse.

A culture of vigilance will help to ensure that adults are clear about professional boundaries and act within these boundaries, and in accordance with the ethos and values of the setting.

All early years practitioners have a responsibility to be aware of systems within their setting which support safeguarding and these should be explained to them as part of staff induction and regularly refreshed. This includes the settings child protection policy.

If you have any concerns about a member of staff in your setting, any other early years practitioner or a member of your family (for childminder settings), you should contact your Local Authority Designated Officer who is responsible providing advice, information and guidance to employers about allegations or concerns.

Useful links

[7 Minute Briefing- LADO \(lancshiresafeguardingpartnership.org.uk\)](https://lancshiresafeguardingpartnership.org.uk)

[Local Authority Designated Officer \(LADO\)- Lancashire County Council](#)

[Professional and Personnel Relationships \(saferrecruitmentconsortium.org\)](https://saferrecruitmentconsortium.org)

[Working together to safeguard children- GOV.UK \(www.gov.uk\)](https://www.gov.uk)

[Managing allegations of abuse | NSPCC Learning](#)

