

Rainbow Early Years

Whistle Blowing Policy

Aim

The Public Interest Disclosure Act 1998, known as the Whistle blowing Act protects the public interest by providing a remedy for individuals who suffer workplace reprisal for raising a genuine concern, whether it might be about child safeguarding and welfare systems, financial malpractice, danger, illegality, or other wrong doing. The concern may relate to something that is happening now or has happened in the past. The aim of this policy is to provide staff, visitors, parents or students with the information they need to raise a concern about malpractice or a grievance.

What is Whistle blowing?

Whistle blowing is the term used when someone who works in, or for an organisation wishes to raise concerns about malpractice or a grievance.

Whistle blowing is very different from a complaint or a grievance. By making a complaint you are saying that you, or someone close to you, have personally been poorly treated and you are seeking redress or justice for yourself. In these circumstances, because you have a vested interest in the outcome of the complaint, you would be expected to be able to prove your case. Rainbow early Years have a Complaint Policy which can be accessed by staff and parents/carers.

At REY we strive to have the best standards of childcare at all times follow every appropriate legislation available and relevant, including statutory and non-statutory documents, these include the following:

- Statutory Framework for the Early Years Foundation Stage (DCSF 2007/2012)
- Children Act (2004)
- Childcare Act (2006)
- The SEND Code of practice 2014
- General Data Protection Regulation (2018)

A concern could be:

- A criminal offence or civil offence
- Failure to comply with any legal obligation
- A miscarriage of justice
- Danger to health and safety of an individual and/or environment
- A dangerous or illegal activity, or widespread or systemic failure in relation to children or staff
- Deliberate concealment of information about any of the above.
- Any other unethical conduct
- Bullying, humiliation, discrimination, poor practice, unsafe practice, abuse or neglect
- An act that may be deemed as radicalised or a threat to national security
Is being, has been, or is likely to be, committed.

At REY we will inform staff, students, and volunteers about the principles of whistle blowing through

- Induction process and their booklet, reviewed, signed and dated by a member of the senior management team and the employee
- Making Whistle blowing Policy available to all in our policy folder, situated on the shelf in the main entrance.
- Ensuring staff, students and volunteers are encouraged to report any instances of unsatisfactory practice that they observe at the setting at any time and at Staff meetings etc
- Ensuring staff, students and volunteers are encouraged to speak freely at any time to any senior member of Staff.
- Ensuring staff can raise their concerns through supervision, and that their concerns are followed up and dealt with appropriately.

What to do if you have a concern

- Raise your concern with the Pre-school Manager (Joanne Clarke). If you feel unable to do this (perhaps because the concern is about the Pre-school Manager) they should raise their concern with the Assistant Manager, Helen Gorton. You could also share your concern with the Committee Chairperson.
- If you feel unable to raise your concern with the persons above you should seek out a person to share your concern with within the Staff team.

- If you are worried at any stage about how to raise your concern, you should always seek independent advice at the earliest opportunity. This may be to check who may be the best placed to deal with your concern or simply to talk through the matter in confidence first. This can be done through the independent whistle blowing charity 'Protect' on 0207 3117 2520: or by email at info@protect-advice.org.uk for further information see their website at [Protect - Speak up stop harm \(protect-advice.org.uk\)](http://Protect-Speak up stop harm (protect-advice.org.uk))
- If an employee or volunteer feels that the matter cannot be discussed with the manager then Ofsted can be contacted by email- whistleblowing@ofsted.gov.uk or by phone on **0300 123 1231**
- Any such concern raised by a staff member or parent would be written down and acted upon as appropriate by the Manager. The chairperson/s of the committee would be informed that such a concern had been raised. Our Policy would be to act at all times to protect the interests of any child or adult related to REY.
- As described in the Whistle blowing Act no reprisals would be taken for raising an honest and genuine concern internally. However it must be stressed that the action must not be for personal gain to be given this protection and must be in the public interest.
- REY would seek advice from Wiltshire Council Early Years and/or other appropriate legal and judicial sources, such as Early Years Alliance (EYA) , to make a decision on the best route forward to progress with the individual and with the concern.

Don't think "what if im wrong?", think, "what if im right?!"

Date of policy review: Feb 2017 & August 2017 by the Manager.

Date of review: Feb 2018

Date of review: 30-08-2019

Date of review: 04-08-2020