

Safeguarding children

1.10 Whistleblowing

Policy statement

Rainbow Preschool is committed to the highest possible standards of transparency, probity and accountability in all aspects of our work. Accordingly, we expect any member of staff, or any third party, who has a concern about any aspect of the Preschool, to report those concerns.

The Public Interest Disclosure Act 1988 protects whistleblowers where a complainant has a reasonable belief that one or more offences have been or are about to be committed. These offences could include, but are not limited to:

- Abuse of a child or vulnerable person
- A child, parent, employee or volunteer has been put at risk of harm
- Unsafe working practices
- Failure to comply with statutory and legal obligations
- A criminal offence has or is about to be committed
- A miscarriage of justice
- The use of unsafe equipment
- Falsification of financial records
- Bribery or corruption has or is about to take place
- Covering up wrong doing or malpractice
- Concealment of any of the above

It is not necessary to provide proof of the misconduct which is alleged, rather you must raise a reasonable suspicion. There are existing policies in place regarding grievances. This policy is intended to cover major concerns which fall outside the scope of Rainbow Preschool's other policies. If the concern raised involves Child Protection, the relevant policy should also be referred to.

In the first instance, a concern should be raised with the Preschool Manager. This may be raised verbally or in writing. If the concern is with the Preschool Manager, please contact the Committee Chair directly.

If your concern cannot be addressed to the Preschool Manager or the Committee Chair, it may be necessary to report it to an external agency, such as Ofsted or the Police.

Rainbow Preschool seeks to encourage and enable individuals to disclose information and will make every effort to keep the identity of the whistleblower confidential. However, we may need to pass your contact details on to a relevant third party if the nature of the concern warrants this. We also appreciate that a concern, once investigated, may prove false. No action will be taken against a staff member or third party who raises a legitimate concern. However, if it is judged to be a malicious allegation, disciplinary procedures may be enacted.

EYFS key themes and commitments

A Unique Child	Positive Relationships	Enabling Environments	Learning and Development
1.2 Inclusive practice 1.3 Keeping safe	2.1 Respecting each other 2.2 Parents as partners	3.2 Supporting every child 3.4 The wider context	

This policy was adopted at a meeting of Rainbow Preschool
 Held on 26/02/2019
 Date to be reviewed 2021/2022

Signed

Names Lisa Brown & Lucy Daybell
 Position(s) Co-Chairs

- nt Investigation Record (2012)