

## **WHISTLE BLOWING**

Sportsmethod Ltd is committed to maintaining a culture where it is safe and acceptable for all those in Coerver Coaching to raise concerns about poor practice, unacceptable behaviour and misconduct.

You may be the first to recognise something is wrong but you may not feel able to express your concerns out of a belief that this would be disloyal to colleagues, or you may fear what may happen to you if you do report your concerns.

## **SO WHAT STOPS PEOPLE FROM WHISTLE BLOWING**

- Fear of starting a chain of events
- Reluctance to disrupt the working environment
- Fear of getting it wrong
- Fear of not being believed
- Fear of repercussions

These feelings, however natural must never result in a child continuing to be unnecessarily at risk. If there is a concern about the behaviour of an adult towards a child in your territory, it is important that you share your concerns with your Welfare Officer immediately.

Sportsmethod Ltd encourages and supports “whistle blowing” and will, where appropriate, work with the Licensee or the Welfare Officer in the respective territory to notify the statutory agencies of any allegation and will work in partnership with them.

## **THREE GOOD REASONS TO WHISTLE BLOW**

Every individual has a responsibility for raising concerns about unacceptable practice:

- To protect or reduce the risk to others
- To prevent the problem getting worse
- To avoid being implicated yourself

## **INVOLVEMENT OF STATUTORY AGENCIES**

Where statutory agencies are involved the Licensee will usually not get involved until those agencies have completed their investigations. The wellbeing of the child is however central to any procedures involving these agencies.

## **WHAT HAPPENS NEXT?**

Anyone who refers their concerns, in good faith, should be supported in doing so, knowing that their concerns will be treated seriously and managed sensitively and appropriately.

All information received and discussed will be treated in the strictest confidence and only shared with those individuals who will be able to manage and resolve the situation.

You should be given relevant information on the nature and progress of enquiries.

Your Welfare Officer, the respective Licensee and Sportsmethod Ltd have a responsibility to protect you from harassment and victimisation.

On occasion it may also be necessary to seek advice from or inform the statutory agencies, e.g. Children’s Social Care and/or the Police.

The Whistle blowing policy should however only be used if the person raising the concern feels unable to follow the standard reporting procedures.

## **HOW TO RAISE A CONCERN**

Individuals should raise their concern with the Welfare Officer in their respective territory. Individuals should set out the background and history of the issue/concern, giving names, dates and places where possible and the reason why they are concerned about the particular situation. Although the whistle blower is not expected to prove the truth of the allegation, they will need to demonstrate to the Welfare Officer that there are sufficient grounds for their concern.

If an individual believes they haven't received a satisfactory response to their concern, or the concern is about the Welfare Officer, they should elevate the matter to the Coerver Coaching Lead Safeguarding Officer or their deputy.