



## **Whistleblowing Policy**

All information Evolution Martial Arts & Fitness Academy received and discussed will be treated in confidence and only shared with those individuals within our organisation who will be able to manage and resolve the situation. On the occasion it may be necessary to seek advice or inform the statutory agencies (any government/local government agency).

Instructors, officials, students or parents may suspect that a young child / adult at risk safety and welfare are under threat, but they may not express their concerns due to fear of harassment or victimisation. In these circumstances it may be easier for them to ignore the concern or hope someone else speaks out rather than report what may be a suspicion of poor practice.

We are committed to the highest possible standards of openness, honesty and accountability. In line with that commitment, individuals must, if they have serious concerns about any aspect of a child / adult at risk safety and welfare, to come forward and voice those concerns.

### **Purpose**

- To encourage individuals to feel confident and supported in raising concerns about the welfare of a child / adult at risk involved in martial arts.
- To provide a method of raising concerns directly to the Designated Welfare Officer (DWO) and to receive feedback on any action taken.
- To ensure that individuals receive a response to their concerns and that they are aware of how to pursue them if they are not satisfied.
- To reassure individuals that they will be protected from reprisals or victimisation for whistle blowing in good faith.

### **Principles**

This policy makes it clear that individuals can raise a matter of concern without fear of victimisation, subsequent discrimination or disadvantage. The policy is intended to encourage and enable individuals to raise serious concerns within martial arts schools rather than overlooking a problem or having to look outside the activity.

Clubs/Schools/Academies must not tolerate any form of harassment or victimisation and will take appropriate action to protect individuals when they raise a concern in good faith.

### **Confidentiality**

Schools must do their best to protect the identity of the whistle-blower when they raise a concern and do not want their name to be disclosed. It must be appreciated that the identity of the whistle blower may be apparent or a statement by the whistle-blower

may be essential as part of the evidence. Any concerns about this should be discussed when they are raised.

### **Anonymous Allegations**

This policy encourages the whistle-blower to put their name to their allegation, even if they do not wish this to be disclosed to other parties. It may not be possible to seek further information or provide updates if the allegations are anonymous.

### **Confidential Helpline**

The NSPCC also offers a free advice and support line for whistleblowing. The details can be found on the below link.

**Further Information**

<https://www.nspcc.org.uk/what-you-can-do/report-abuse/dedicated-helplines/whistleblowing-advice-line/>

<https://www.gov.uk/whistleblowing>