



Whistle Blowing Policy

Safeguarding children and adults at risk requires everyone to be committed to the highest possible standards of openness, integrity, and accountability. As a Centre, we are committed to encouraging and maintaining a culture where people feel able to raise a genuine safeguarding concern and are confident that it will be taken seriously.

What is whistle blowing?

In the context of safeguarding, "whistle blowing" is when someone raises a concern about the well-being of a child or an adult at risk.

A whistle blower may be:

- a staff member
- a player;
- a volunteer;
- a coach;
- an official;
- a parent;
- a member of the public.

How to raise a concern about a child or an adult at risk at the Centre

If a child or an adult at risk is in immediate danger or risk of harm, the police should be contacted by calling 999.

Where a child or an adult at risk is not in immediate danger, any concerns about their well-being should be made without delay to the Centre Welfare Officer nmoss@hillsroad.ac.uk. The Centre Welfare Officer will pass the details of the concern on to the College Safeguarding Team at the earliest opportunity and the relevant local authority and the police will be contacted, where appropriate.

If, however, the whistle blower does not feel comfortable raising a concern with the Centre Welfare Officer, the whistle blower should contact the College Safeguarding Team directly tlomas@hillsroad.ac.uk.

Summary

Information to include when raising a concern:

The whistle blower should provide as much information as possible regarding the incident or circumstance which has given rise to the concern, including:

- their name and contact details (unless they wish to remain anonymous);
- names of individuals involved;
- date, time and location of incident/circumstance; and

- whether any witnesses were present.

What happens next?

All concerns raised by a whistle blower about the well-being of a child or an adult at risk will be taken seriously and every effort will be made to deal with each concern fairly, quickly and proportionately.

If the whistle blower does not believe that the concern has been dealt with appropriately and wishes to speak to someone outside the Centre or the relevant College Safeguarding Team, the NSPCC Whistleblowing advice line should be contacted on 0800 028 0285 or by emailing help@nspcc.org.uk.

Support

The Centre will not tolerate any harassment, victimisation, or unfair treatment of, and will take appropriate action to protect, whistle blowers when they raise a concern in good faith.

Date approved Vice Principal, Finance & Operations: 20th March, 2024

Post of member of staff responsible: Sports Centre Manager