



## **Whistleblowing Policy**

### **Overview and Intent**

**Whistleblowing is a term used when someone who works within, volunteers within or partners with an organisation wishes to raise serious concerns. This could include:**

- **A criminal offence**
- **Failure to comply with a legal obligation**
- **Danger to health and safety of an individual and/or environment**
- **Bullying, humiliation, discrimination, poor practice, unsafe practice, abuse or neglect**
- **Deliberate concealment of information about any of the above**
- **Failure to act on concerns raised within the organisation**

**Kinetic Sports Group are committed to the welfare and safety of each child in our care. In line with this commitment, we encourage employees and partners to report any concerns they have in relation to the organisation. We have the following procedures in place to ensure that reports can be made with confidence and without prejudice.**

### **Legal Context**

**This policy takes in to account the following legislation and best practice guidance:**

**Children Act 1989**

**Early Years Foundation Stage Statutory Framework 2021**

**Working Together to Safeguard Children 2018**

**SEND Code of Practice 0 – 25 years**

**Public Interest disclosure Act 1998**

## Procedures

- Kinetic Sports Group recognises that the decision to report a concern can be a difficult one to make. Whistleblowing protection will apply where the Whistleblower has reported their concerns in good faith and believes that the information disclosed is true.
- In the first instance, concerns should be reported to George Allen, the Company Director. If this is not possible or appropriate that one of the other contacts detailed below should be contacted
- Concerns can be reported verbally or in writing and should detail the reasons for concern
- The Whistleblower has the right for a colleague to be present during any meetings
- If a report is made in bad faith or for personal gain then the disclosure will result in disciplinary procedures (please see separate Code of Conduct policy)

## The Investigation

- Kinetic Sports Group will investigate any reports made and will take action based on and in line with other policies and procedures, legislation and guidance from external agencies
- The Whistleblower will be informed on the outcome

## Contacts

<b>Name</b>	<b>Role</b>	<b>Telephone</b>	<b>Email</b>
<b>George Allen</b>	<b>Company Director</b>	<b>01803 302296</b>	<b>info@kineticsportsgroup.co.uk</b>
<b>Tracey Twist</b>	<b>Independent Consultant</b>	<b>01803 897897</b>	<b>tracey@ttcompany.co.uk</b>
<b>NSPCC</b>	<b>Prescribed Body</b>	<b>08000280285</b>	<b>help@nspcc.org.uk</b>

<b>Ofsted</b>	<b>Regulation and Inspection Body</b>	<b>0300 1233155</b>	<b>whistleblowing@ofsted.gov.uk</b>
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## Further Information

NSPCC Website

<https://www.nspcc.org.uk/keeping-children-safe/reporting-abuse/dedicated-helplines/whistleblowing-advice-line/>

Ofsted

<https://www.gov.uk/government/publications/whistleblowing-about-childrens-social-care-services-to-ofsted/sharing-concerns-and-information-with-ofsted-about-childrens-social-care-services>

<b>Date</b>	<b>Summary of Changes</b>	<b>Other Comments</b>
28 <sup>th</sup> February 2023	Policy Adopted	Revision due 27/2/2024