



Whistleblowing Policy

Billingham Boxing Academy is committed to maintaining the highest standards of integrity, openness, accountability, safeguarding, and good governance. This policy encourages individuals to report genuine concerns regarding wrongdoing, misconduct, unsafe practices, or unlawful behaviour connected with the club.

1. Purpose of the Policy

The purpose of this policy is to:

- Encourage individuals to raise genuine concerns
- Promote transparency and accountability
- Protect individuals who report concerns in good faith
- Support safeguarding, welfare, and legal responsibilities
- Ensure concerns are handled appropriately and fairly

2. Scope

This policy applies to:

- Trustees and committee members
- Coaches and volunteers
- Employees where applicable
- Members and participants
- Contractors and individuals connected with the club

3. What is Whistleblowing?

Whistleblowing involves reporting concerns relating to suspected wrongdoing, misconduct, risks, or unlawful activity affecting the club, its members, or the wider public interest.

4. Concerns That May Be Reported

Concerns may include:

- Safeguarding failures or abuse
- Health and safety risks
- Fraud, theft, or financial misconduct

- Corruption or misuse of funds
- Bullying, harassment, or discrimination
- Breaches of club policies or legal obligations
- Criminal activity
- Attempts to conceal wrongdoing

5. Safeguarding Responsibilities

Safeguarding concerns involving children, young people, or adults at risk must be reported immediately and managed in line with:

- England Boxing safeguarding procedures
- The club safeguarding policy
- Relevant legal and reporting obligations

6. Reporting Concerns

Concerns may be reported to:

- The Club Chairperson
- A trustee or committee member
- The Club Welfare Officer
- England Boxing where appropriate

Reports should include:

- Details of the concern
- Relevant dates, times, and individuals involved
- Any available evidence or information

7. Confidentiality

The club will handle whistleblowing concerns sensitively and confidentially where possible.

Information will only be shared where necessary to:

- Investigate concerns
- Protect individuals
- Meet safeguarding or legal obligations

8. Protection from Victimisation

The club will not tolerate victimisation, retaliation, or unfair treatment against individuals who raise genuine concerns in good faith.

9. Investigation Process

The club may:

- Review the information provided
- Conduct appropriate investigations
- Seek external advice where necessary
- Refer matters to safeguarding authorities, England Boxing, police, or regulators where appropriate

10. Malicious or False Allegations

Knowingly false or malicious allegations may result in disciplinary action.

11. Equality, Diversity and Inclusion

The club is committed to ensuring concerns are handled fairly, respectfully, and without discrimination.

12. Record Keeping

Records relating to whistleblowing concerns will:

- Be handled confidentially
- Be stored securely
- Be retained in line with legal and safeguarding requirements

13. Responsibility

The club committee has overall responsibility for implementing this policy and ensuring concerns are addressed appropriately.

14. External Reporting

Where appropriate, concerns may also be reported to:

- England Boxing
- The Charity Commission
- The Police
- Local safeguarding authorities
- Other relevant regulatory bodies

15. Policy Review

This policy will be reviewed annually or following significant incidents, safeguarding updates, legal changes, or England Boxing guidance updates.

Whistleblowing Contacts

Club Chairperson: Judy Williams, 07496960095

Club Welfare Officer: Jane Brand, 07708052069

England Boxing Safeguarding Contact: safeguarding@englandboxing.org