

NWG Whistleblowing Policy

This Whistleblowing Policy outlines how concerns about wrongdoing, malpractice, or safeguarding risks can be raised in a safe and appropriate manner. This policy aligns with British Gymnastics guidance and relevant UK legislation and should be read in conjunction with our other club policies.

1. Policy Statement

- We are committed to maintaining high standards of integrity, transparency, and accountability.
- Individuals should feel able to raise concerns without fear of victimisation or unfair treatment.

2. What Can Be Reported

Concerns may include, but are not limited to:

- safeguarding failures;
- unlawful activity;
- health and safety risks;
- financial misconduct;
- serious breaches of club policies.

3. How to Raise a Concern

- Concerns should be raised with club management or a designated safeguarding lead as soon as reasonably practicable.
- Where appropriate, concerns may also be reported to relevant governing bodies or external authorities.

4. Confidentiality & Protection

- Concerns will be treated sensitively and confidentially where possible.
- Individuals raising genuine concerns will not be penalised for doing so.

5. Monitoring & Review

- This policy will be reviewed periodically to ensure it remains effective and aligned with relevant legislation and guidance.