NEWHAM SPORTS CLUB
PROGRESSIO CUM POPULO

POLICIES & PROCEDURES

WHISTLEBLOWING

POLICY

ADOPTED	NEXT REVIEW	OWNER
01/09/2026	September 2027	Newham Sports Club Board

01 PURPOSE

This policy gives anyone connected to Newham Sports Club — staff, coaches, volunteers, trustees/directors, contractors, youth leads, or participants and parents/carers — a safe, confidential way to raise a serious concern about wrongdoing, risk, or malpractice, separate from a general complaint about service quality (see the Complaints Policy) and separate from an individual safeguarding concern (see the Safeguarding Policy, though the two can overlap — for example, raising that a safeguarding concern was ignored or covered up is a whistleblowing matter).

02 WHAT COUNTS AS A CONCERN WORTH RAISING

A "qualifying disclosure" is a reasonable belief that one of the following is happening, has happened, or is likely to happen:

- A criminal offence
- A failure to comply with a legal obligation (including safeguarding, health & safety, or financial obligations)
- A danger to the health or safety of any individual
- Damage to the environment
- Financial mismanagement or fraud
- Concealment of any of the above

You don't need proof — a reasonable belief, honestly held, is enough. This policy is not the route for a personal grievance about your own treatment (see the Complaints Policy for that), but if in doubt, raise it anyway and we'll help you find the right route.

03 HOW TO RAISE A CONCERN

1. **In most cases**, raise it with the Chair (Naser Mohamed) or the Treasurer (Abdirahman Mohamed), whichever you're not concerned about.
2. **If your concern is about either of them**, or you don't feel able to raise it internally, contact the Secretary & Governance Officer (Uthman Sanusi Mohammed) directly.
3. **If the concern involves possible harm to a child or adult at risk**, also follow the Safeguarding Policy's reporting procedure — the two routes work alongside each other, not instead of one another.
4. Put it in writing where you can (email is fine), including what happened, when, who was involved, and any evidence you have — but a verbal report will always be taken seriously too.
5. You can raise a concern anonymously, though it's harder for us to investigate fully or keep you updated if we can't identify you.

04 WHAT HAPPENS NEXT

- You'll get written acknowledgement within 5 working days.
- We'll assess whether the matter needs an internal investigation, referral to an external body (e.g. the LADO, the police, the Charity Commission, or the Information Commissioner's Office, as appropriate), or both.
- You'll be told, so far as confidentiality allows, what action is being taken and the likely timescale — normally within 20 working days of your report.
- Your identity is kept confidential wherever possible, and never disclosed without your consent unless required by law or to allow a fair investigation.

05 PROTECTION FOR THE PERSON RAISING A CONCERN

No one raising a genuine concern in good faith under this policy will be penalised, victimised, or treated less favourably as a result — whatever the outcome of any investigation. This protection does not extend to someone who makes an allegation they know to be false, or raises a concern maliciously.

If you believe you've been treated unfairly for raising a concern, this is itself something to report immediately to the Chair or, if the Chair is involved, the Secretary.

06 EXTERNAL DISCLOSURE

We hope every concern can be resolved internally. If you feel that isn't possible — for example because the concern involves the whole Board, or you've raised it and nothing has happened — you can also contact:

- **The Charity Commission** (if NSC moves to charitable status) or **Companies House** for governance concerns
- **The Information Commissioner's Office** (0303 123 1113) for data protection concerns
- **The LADO** (LADO@newham.gov.uk) or the **police** for safeguarding concerns
- **ACAS** (0300 123 1100) for general employment-related whistleblowing advice

07 REVIEW

This policy is reviewed annually alongside the Safeguarding Policy. **Next review: September 2027.**

ADOPTION

Approved and formally adopted by the Newham Sports Club Board.

ROLE	NAME	SIGNATURE	DATE
Chair	Naser Mohamed		01/09/2026
Treasurer & Deputy Safeguarding Lead	Abdirahman Mohamed		01/09/2026
Secretary & Governance Officer	Uthman Sanusi Mohammed		01/09/2026

Adoption date: 01/09/2026 · **Next review:** September 2027