

Whistleblowing and Speaking Up Policy

Public-facing route for staff and others to raise serious concerns

UNMATCHED COACHING LTD. Version 1.1

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1. Purpose

We want staff, contractors, volunteers and others to raise genuine concerns about wrongdoing, unsafe practice, child protection failures, serious misconduct or improper concealment. A person does not need to establish proof before raising a reasonable concern and must not be discouraged from approaching appropriate external authorities.

2. Reporting routes

Ordinary concerns can be raised with the director at contact@unmatchedcoaching.com. If a concern involves the director, if internal reporting is unsafe, or if a response is inadequate, concerns may be raised directly with the host school's DSL, the local authority designated officer for allegations concerning adults working with children, children's social care, police or another relevant prescribed body. Immediate danger requires emergency action (999).

3. Handling reports

We will listen, keep an appropriate secure record, limit information to those who need it, seek advice and take proportionate action. Confidentiality will be protected as far as practicable but cannot be guaranteed where child welfare or law requires information sharing. We will not tolerate victimisation or retaliation for genuine protected disclosures; protection under whistleblowing law depends on the relevant legal criteria.

4. Safeguarding priority

Where a concern involves a child's safety, the Safeguarding Policy takes precedence: urgent matters must be referred immediately rather than waiting for an internal whistleblowing review.

5. Examples and protection for staff

Concerns may include a colleague ignoring signs of abuse, unsuitable one-to-one contact, falsification of a safety record, unsafe recruitment, or retaliation against someone who reports a problem.

Staff should raise a concern promptly and need not prove it before reporting. The director will assess and document reports fairly, protect confidentiality so far as possible and take appropriate corrective action. Workers who make qualifying protected disclosures have legal protections; anyone may contact relevant safeguarding authorities directly in accordance with the safeguarding policy.