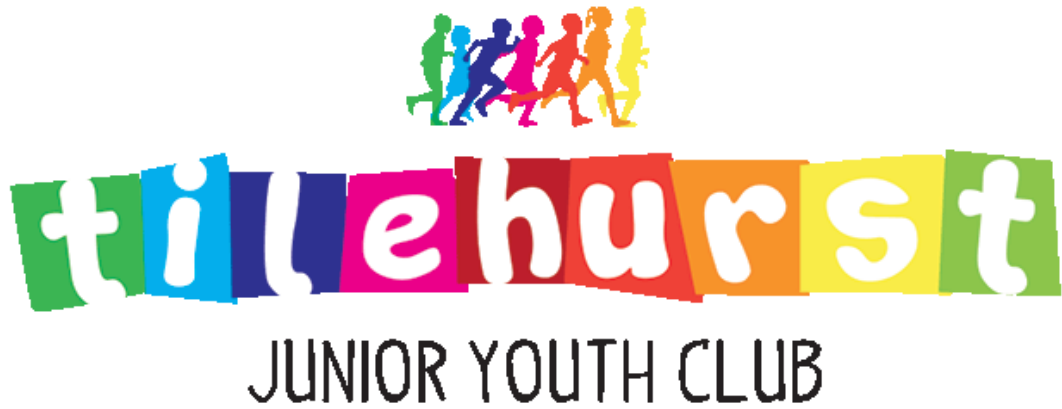




Whistleblowing Policy

Signed on 10/11/2025 by:

A black and white photograph of a handwritten signature in dark ink on a light-colored background.

Dennis Morgan, Club Coordinator

A black and white photograph of a handwritten signature in dark ink on a light-colored background.

Julia Lavender, Treasurer (on behalf of the Committee)

Next Review Due: November 2027

Statement of Intent

Tilehurst Junior Youth Club is committed to a culture that encourages the highest standards of openness, integrity and accountability and to continuous improvement in the way we support staff, volunteers and trustees of the club. This policy sets out the way in which staff and trustees may raise any concerns that they have and how those concerns will be dealt with.

A “whistleblower” is someone who discovers something that is wrong and alerts their employer or the relevant authorities to what is going on. The law protects whistleblowers from their employer subjecting them to detriment or dismissal by reason of their having “blown the whistle” and from detrimental treatment by their colleagues. To be protected by the law, the act of whistleblowing must fall within the legal rules and the whistleblower must reasonably believe that their disclosure of wrongdoing is made in the public interest.

This policy aims to:

- Encourage you to feel confident in raising serious concerns at the earliest opportunity and to question and act upon concerns about practice
- Provide avenues for you to raise those concerns and receive feedback on any action taken
- Ensure that you receive a response to your concerns and that you are aware of how to pursue them if you are not satisfied
- Reassure you that you will be protected from possible reprisals or victimisation if you have made any disclosure in good faith

What Concerns Qualify

Qualifying concerns are disclosures which the member of staff, volunteer or trustee reasonably believes tends to show that one or more of the following matters is either happening now, took place in the past, or are likely to happen in the future:

- Conduct which is a criminal offence or a breach of law
- Suspected fraud, corruption, theft or falsification of records
- Disclosures related to miscarriages of justice
- Dangerous procedures or activities risking Health and Safety, including risks to the public as well as other staff members
- Discrimination or abuse on grounds of race, gender or disability or other protected characteristics
- Deliberate disregard of a safety or environment regulation or requirement
- Breaches of established standards of good practice or agreed procedures and policies, including the Code of Conduct and Constitution

It is not necessary for you to have proof that such an act is being, has been, or is likely to be, committed - a reasonable belief is sufficient. You have no responsibility for investigating the matter - it is the club’s responsibility to ensure that an investigation takes place.

Who to Report a Concern to

In the first instance concerns should be raised with:

Dennis Morgan, Club Coordinator

Phone: 07733112291

Email: tilehurstjuniorclub@yahoo.co.uk

The person raising the concern should receive a response within 10 working days of raising the concern.

If they are dissatisfied with the outcome or when the concern involves the club coordinator, the concern can be reported to the management committee:

Julia Lavender, Treasurer

Email: committee.tjyc@gmail.com

We will aim to resolve matters quickly and without the involvement of an outside agency. However, the involvement of external bodies such as the police or social services may become necessary in serious cases of e.g. criminal activity or child protection matters.

Where the person raising the concern feels unable to raise the concern with anyone within Tilehurst Junior Youth Club, they may wish to raise the concern with the Charity

Commission:

<https://www.gov.uk/complain-about-charity>

Safeguards and Confidentiality

Tilehurst Junior Youth Club will not tolerate punishment or unfair treatment of any member of staff, volunteer or trustee who reports concerns in good faith or who participates in an investigation of any such reports. Where an allegation is made that is found to be both false and raised maliciously, the club shall refer to its disciplinary procedure for any appropriate action to be taken.

If after investigation the reported concerns cannot be confirmed or do not have substance, no action will be taken against the employee if the concern was raised in good faith.

Tilehurst Junior Youth recognises that some staff, volunteers or trustees may want to raise a concern in confidence under this Policy. Confidentiality will be maintained to the extent possible, however in some circumstances the individual may be identified by the nature of the concern or report filed, or the investigation itself may lead to a point where a statement is required or the individual is called upon to provide evidence. In circumstances where maintaining complete confidentiality hinders the truth, or where it may be required under law or regulation, the club cannot guarantee the confidentiality of the reportee.

Tilehurst Junior Youth Club encourages staff, volunteers and trustees not to make anonymous reports, as it can hinder or complicate investigations and possibly prevent appropriate action from being taken. However, if someone believes there is no other way to report their concern than to make an anonymous report, then they may do so.