Whistleblowing Policy

1. Purpose

This policy exists so that anyone connected with EVO Academy CIC can raise a serious concern, in good faith, without fear of reprisal. We would always rather hear a concern, even one that turns out to be mistaken, than have it go unspoken. Speaking up protects children, adults at risk, and the Academy itself.

2. Who it applies to, and what it covers

It applies to all directors, coaches, staff, volunteers, members and parents. Use it to raise concerns such as: a risk to the safety or welfare of a child or adult; a failure to follow our safeguarding policies; criminal or dishonest conduct; misuse of EVO funds; or any attempt to conceal any of these. Personal complaints about your own treatment are usually dealt with through ordinary channels rather than this policy, though a safeguarding concern is always handled under our safeguarding policies.

3. How to raise a concern

- Normally, tell the Designated Safeguarding Lead, Adam Moverley (07853 777145, adam@britishwrestlingrevolution.com).
- If your concern is about the DSL, or you do not feel able to raise it with him, tell the Deputy, Kay Smithson (07804 923879, kay@britishwrestlingrevolution.com).
- Put it in writing where you can, with dates, facts and anyone involved, but a verbal concern is equally valid.
- If a child or adult is in immediate danger, call 999 first.

4. External routes

You do not have to raise a concern inside EVO first. You can always contact the NSPCC Helpline (0808 800 5000), the NEL Integrated Front Door for a child (01472 326292, option 2, option 2), NEL Safeguarding Adults (01472 256256), or the police (101, or 999 in an emergency). For concerns about an adult who works or volunteers with children, the LADO can be reached on 01472 326118.

5. Our commitment to you

- We take every concern seriously and respond promptly.
- We protect the identity of anyone raising a concern in good faith as far as we reasonably can, and we will not tolerate any retaliation, victimisation or harassment against them.
- Raising a genuine concern will never count against you, even if it proves unfounded. Knowingly false or malicious reports are a different matter and may be treated as misconduct.
- We will tell you that your concern has been received and, so far as we are able, what is happening with it.

6. Records and related documents

Concerns and our response are recorded confidentially. This policy is read alongside the EVO Safeguarding Children & Young People Policy, the EVO Safeguarding Adults Policy, the EVO Safeguarding Response Procedure and the EVO Code of Conduct.

Came into force: 15 June 2026 **Last reviewed:** 15 June 2026 **Next review due:** 15 June 2027

Signed (Designated Safeguarding Lead): _____

Name: Adam Moverley **Date:** _____