



# Love Play Active – Whistleblowing Policy

## 1. Purpose

Love Play Active is committed to providing a safe, transparent, and supportive environment for everyone involved in our sessions — children, coaches, parents, and staff. This policy explains how anyone can raise a concern about behaviour, practice, or situations that may put a child, young person, or adult at risk of harm or go against our professional standards.

Whistleblowing is about **doing the right thing** — speaking up if you believe something isn't safe, fair, or in line with our safeguarding values.

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## 2. Scope

This policy applies to:

- All **Love Play Active** staff, coaches, and volunteers
- Children and young people taking part in sessions
  - Parents, carers, and partner organisations

It covers all activities delivered under the *Love Play Active* name — in schools, clubs, and community venues.

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## 3. What is Whistleblowing?

Whistleblowing is when someone raises a genuine concern about wrongdoing or risk, such as:

- The **safety or welfare** of a child or young person
- **Unsafe coaching practices** or failure to follow safeguarding procedures
  - **Bullying, discrimination, or harassment**

- Illegal, dishonest, or unethical conduct
- Attempts to hide or cover up poor practice

Whistleblowing is not the same as a personal complaint or grievance — it's about protecting others and upholding the safety and values of our organisation.

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## 4. Our Commitment

Love.Play.Active. will:

- Take all concerns **seriously**, no matter how small they seem
- Treat information **confidentially** and share only when necessary to protect someone's safety
- **Support and protect** anyone who raises a concern in good faith
  - **Investigate** all concerns promptly and fairly
- Take **appropriate action** if poor practice or misconduct is found

No one will face negative treatment or retaliation for raising a concern that is genuine and made in good faith.

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## 5. How to Raise a Concern

### If You Are a Child or Young Person

If you see or experience something that makes you feel unsafe, uncomfortable, or worried, you can:

1. **Tell a trusted adult straight away**, such as:
    - Your coach or assistant coach
    - A teacher or staff member at school
    - Your parent or carer
  2. If you don't feel comfortable speaking in person, you can:
    - Ask a parent, teacher, or another adult to speak on your behalf
    - Use a *concern form* (if available) to write down what happened
    - Contact the *Love.Play.Active.* Safeguarding Lead directly (see below)
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### If You Are a Coach, Volunteer, or Staff Member

If you have a concern about:

- Another member of staff, coach, or volunteer

- Something that could put a child or colleague at risk
  - Poor practice or breaches of policy

You must:

1. Report it immediately to the **Designated Safeguarding Lead (DSL)**.
2. If the concern involves the DSL or you feel it hasn't been handled properly, you may contact:
  - The **Deputy Safeguarding Lead**, or
  - The **Local Authority Designated Officer (LADO)** (contact details held in the Safeguarding File).

In emergencies, where a child is at immediate risk, contact **police (999)** or **children's social care** directly.

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## 6. Safeguarding Contacts

### **Designated Safeguarding Lead (DSL):**

*Henry Broadhurst* – Director, Love Play Active

Tel: 07436633901

Email: [henry@loveplayactive.co.uk](mailto:henry@loveplayactive.co.uk)

### **Deputy Safeguarding Lead:**

*Tom Loxley* – Community Lead, Love Play Active

Tel: 07584222979

Email: [tom@loveplayactive.co.uk](mailto:tom@loveplayactive.co.uk)

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## 7. Confidentiality and Support

All whistleblowing concerns will be handled with care. The identity of the person raising the concern will be kept confidential whenever possible.

Support will be available for anyone who speaks up, whether they are a child, parent, or staff member.

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## 8. False or Malicious Allegations

While all genuine concerns are encouraged, deliberate false or malicious reports are not acceptable and may lead to disciplinary action. However, **no action** will be taken against anyone who raises a concern **in good faith**, even if it turns out to be unfounded.

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## 9. Review of Policy

This policy will be reviewed annually or sooner if:

- There are changes in legislation or local safeguarding guidance
- There is a significant incident or concern that highlights the need for review

**Last reviewed:** 1<sup>st</sup> October 2025

**Next review due:** 31<sup>st</sup> July 2026