



<b>SECTION</b>	HUMAN RESOURCES
<b>POLICY/PROCEDURE</b>	WHISTLEBLOWING POLICY
<b>DATE OF ISSUE</b>	FEBRUARY 2024
<b>DATE OF REVIEW</b>	FEBRUARY 2025
<b>VERSION</b>	3

## **1. ABOUT THIS POLICY**

We are committed to conducting our business with honesty and integrity and we expect all staff to maintain high standards. Any suspected wrongdoing should be reported as soon as possible.

This policy covers all employees, officers, consultants, contractors, volunteers, interns, casual workers and agency workers.

This policy does not form part of any employee's contract of employment and we may amend it at any time.

## **2. WHAT IS WHISTLEBLOWING?**

Whistleblowing is the reporting of suspected wrongdoing or dangers in relation to our activities. This includes bribery, facilitation of tax evasion, fraud or other criminal activity, miscarriages of justice, health and safety risks, damage to the environment and any breach of legal or professional obligations.

## **3. HOW TO RAISE A CONCERN**

We hope that in many cases you will be able to raise any concerns with your line manager. However, where you prefer not to raise it with your line manager for any reason, you should contact the Chief Executive Officer.

We will arrange a meeting with you as soon as possible to discuss your concern. You may bring a work place colleague or trade union representative to any meetings under this policy. Your companion must respect the confidentiality of your disclosure and any subsequent investigation.

## **4. CONFIDENTIALITY**

We hope that staff will feel able to voice whistleblowing concerns openly under this policy. Completely anonymous disclosures are difficult to investigate. If you want to raise your concern confidentially, we will make every effort to keep your identity secret and only reveal it where necessary to those involved in investigating your concern.

## **5. EXTERNAL DISCLOSURES**

The aim of this policy is to provide an internal mechanism for reporting, investigating and remedying any wrongdoing in the workplace. In most cases you should not find it necessary to alert anyone externally.

The law recognises that in some circumstances it may be appropriate for you to report your concerns to an external body such as a regulator. We strongly encourage you to seek advice before reporting a concern to anyone external. The external organisation 'Protect' operates a confidential helpline. Their contact details are at the end of this policy.



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## **6. PROTECT AND SUPPORT FOR WHISTLEBLOWERS**

We aim to encourage openness and will support whistleblowers who raise genuine concerns under this policy, even if they turn out to be mistaken.

Whistleblowers must not suffer any detrimental treatment as a result of raising a genuine concern. If you believe that you have suffered any such treatment, you should inform your line manager or the Chief Executive Officer immediately. If the matter is not remedied you should raise it formally using our Grievance Procedure.

You must not threaten or retaliate against whistleblowers in any way. If you are involved in such conduct you may be subject to disciplinary action. In some cases the whistleblower could have a right to take legal action against you personally for compensation in an employment tribunal. However, if we conclude that a whistleblower has made false allegations maliciously, the whistleblower may be subject to disciplinary action.



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The following contact numbers are provided for the reporting of safeguarding concerns:

**Senior Safeguarding Manager**

Liam Scully

Chief Executive

01522 880011

[lscu@theredimps.com](mailto:lscu@theredimps.com)

**Club Designated Safeguarding Officer**

Richard Parnell

01522 880011 / 07508 698127

[rpar@theredimps.com](mailto:rpar@theredimps.com)

**Academy Designated Safeguarding Officer**

Mark Johnson

07948 726409

[mjoh@theredimps.com](mailto:mjoh@theredimps.com)

**Women's Club Welfare Officer**

Jo Manning

07970560430

[joannamanning@aol.com](mailto:joannamanning@aol.com)

**Foundation Designated Safeguarding Officer**

Alex Bavin

Director of Operations

01522 563792 / 07736 900336

[alex.bavin@lincolncityfoundation.co.uk](mailto:alex.bavin@lincolncityfoundation.co.uk)



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**External Contacts:**

**EFL**

Alexandra Richards  
Safeguarding Manager

01772 325940 / 07792 284740

[arichards@efl.com](mailto:arichards@efl.com)

Sarah Boyer

Safeguarding Regional Manager

07583 138032 / 01772 376889

[sboyer@efl.com](mailto:sboyer@efl.com)

**Lincolnshire County FA**

Ben Pearce

Designated Safeguarding Officer

01522 596580

[Ben.Pearce@lincolnshirefa.com](mailto:Ben.Pearce@lincolnshirefa.com) / [safeguarding@lincolnshirefa.com](mailto:safeguarding@lincolnshirefa.com)

**Lincolnshire Customer Service Centre**

01522 782111

**Out of Hours Emergency**

01522 782333

**Police**

If you have concerns requiring the Police's immediate action, dial 999.