



SECTION	HUMAN RESOURCES
POLICY/PROCEDURE	WHISTLEBLOWING POLICY
DATE OF ISSUE	JULY 2024
DATE OF REVIEW	JULY 2025
VERSION	4

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

Club Designated Safeguarding Officer

Richard Parnell

01522 880011 / 07508 698127

rpar@theredimps.com

Academy Designated Safeguarding Officer

Mark Johnson

07948 726409

mjoh@theredimps.com

Foundation Designated Safeguarding Officer

Alex Bavin

Director of Operations

01522 563792 / 07736 900336

alex.bavin@lincolncityfoundation.co.uk



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External Contacts:

EFL

Alexandra Richards
Safeguarding Manager

01772 325940 / 07792 284740

arichards@efl.com

Sarah Boyer

Safeguarding Regional Manager

07583 138032 / 01772 376889

sboyer@efl.com

Lincolnshire County FA

Ben Pearce

Designated Safeguarding Officer

01522 596580

Ben.Pearce@lincolnshirefa.com / 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.