



CM SPORTS

Whistleblowing Policy

Responsible Person	Directors
Version Date	September 2026
Review Date	September 2027

Purpose

CM Sports is committed to an open culture in which workers can raise serious concerns about wrongdoing without fear of retaliation. This policy provides a route for public-interest concerns that may affect children, staff, the public or the organisation.

What is whistleblowing?

Whistleblowing is the reporting by a worker of wrongdoing in the public interest. It is different from a personal grievance or complaint about an employment issue. A worker does not need to prove wrongdoing before raising a genuine concern.

Concerns covered

- Criminal activity.
- Failure to comply with a legal obligation.
- Serious risks to health and safety.
- Fraud, financial wrongdoing or misuse of resources.
- Serious wrongdoing affecting children or adults at risk.
- Serious breaches of safeguarding duties or deliberate failure to act on safeguarding concerns.
- Deliberate concealment of any of the above.

Safeguarding concerns

A safeguarding concern about a child must be reported immediately through the CM Sports Safeguarding and Child Protection Policy. Whistleblowing may be appropriate where the concern is about organisational wrongdoing, repeated failure to safeguard, deliberate suppression of concerns, or a failure by management to respond appropriately.

Where an allegation concerns an adult working with children, the relevant allegations-against-staff process and the Local Authority Designated Officer (LADO) arrangements must be followed where applicable. Staff should not investigate allegations themselves.

How to raise a concern

1. Raise the concern with your line manager where it is safe and appropriate to do so.
2. If the concern involves your line manager, is serious or sensitive, or you do not feel able to report it there, raise it directly with a Director.
3. If the concern involves a Director, raise it with another Director who is not implicated. If all available internal routes are conflicted or unsafe, seek appropriate external safeguarding, regulatory or whistleblowing advice.
4. Concerns may be raised verbally or in writing. Where possible, provide the background, dates, names and reasons for concern. You are not expected to investigate or prove the allegation yourself.

Immediate danger

If there is an immediate risk of serious harm or a criminal emergency, contact the emergency services as appropriate. Safeguarding concerns should also be passed through the relevant local safeguarding route without delay.

Protection and confidentiality

- CM Sports will not tolerate retaliation, harassment, bullying or victimisation because a worker has raised a genuine concern.
- A worker who raises a concern in good faith will not be disciplined simply because the concern is not substantiated.
- CM Sports will handle concerns as confidentially as reasonably possible, but confidentiality cannot be guaranteed where disclosure is necessary for safeguarding, legal, regulatory or investigative reasons.
- Anonymous concerns may be considered. The organisation will decide what action is possible based on the information available.

Deliberately false or malicious allegations

A genuine concern that is not substantiated is not, by itself, misconduct. Deliberately making a malicious or knowingly false allegation may be dealt with under the relevant disciplinary procedure.

How concerns will be handled

- The concern will be assessed to identify the appropriate route.
- Safeguarding matters will be escalated without delay.
- Where appropriate, the matter may be investigated internally or referred to the police, local authority children's services, LADO, regulator or another competent body.
- Records will be kept securely and information will be shared on a need-to-know basis.
- The person raising the concern will be given appropriate feedback where this is lawful and does not compromise confidentiality or another person's rights.

External advice

Workers may seek independent advice about whistleblowing. Current GOV.UK guidance identifies Acas and Protect as sources of advice. Where a concern relates to safeguarding, workers may also seek advice from the relevant local authority safeguarding service or LADO, as appropriate.

Legal position

Whistleblowing protections are provided by employment law where the statutory conditions for a protected disclosure are met. This policy does not itself create a wider legal entitlement than the law provides.