



WHISTLEBLOWING POLICY

Munchkin Sports is committed to maintaining a culture of openness, transparency and accountability. All workers should feel confident to raise concerns at the earliest opportunity, particularly where they believe that children may be at risk of harm or that malpractice may compromise the safety, integrity or reputation of our organisation.

This Policy supports the statutory safeguarding duties set out in:

- Keeping Children Safe in Education (KCSIE) 2026
- Working Together to Safeguard Children (2023)
- DfE Safeguarding Guidance for After-School Clubs, Community Activities and Tuition Providers (2023)
- The Childcare Act 2006
- The Public Interest Disclosure Act 1998 (PIDA)

This Policy applies to all employees, volunteers, contractors, external providers and anyone working on behalf of Munchkin Sports. It is non-contractual and may be amended at any time.

Concerns raised under this Policy must be made in the public interest. Personal employment matters should be raised under the Grievance Procedure.

Protection

We recognise that whistleblowing can be difficult. You will not suffer any detrimental treatment for raising a concern in good faith. We will not tolerate victimisation, harassment, bullying or any form of retaliation against anyone who raises a concern.

Any worker who believes they have been treated unfairly as a result of whistleblowing should report this immediately to **Katie Lewty, Operations Director**.

Retaliation against a whistleblower will be treated as a disciplinary matter.

Disclosures under this Policy

You may raise concerns about any suspected wrongdoing, including but not limited to:

- Criminal activity
- Miscarriages of justice
- Health and safety risks or unsafe practices
- Environmental damage
- Failure to comply with legal or regulatory obligations
- Bribery or corruption
- Financial malpractice, impropriety or fraud
- Serious breaches of organisational policies or codes of conduct
- Attempts to conceal any of the above
- **Safeguarding concerns**, including:
 - Allegations about staff or volunteers
 - Low-level concerns (as defined in KCSIE 2026)
 - Unsafe practice or breaches of safer working guidance
 - Concerns about external providers delivering activities on our behalf
 - Online safety risks, including AI-generated content, misinformation, image-based abuse or harmful digital behaviour

Concerns may relate to past, present or potential future wrongdoing.



You are encouraged to report concerns as early as possible. No action will be taken against you if a concern raised in good faith is not substantiated.

Confidentiality and anonymity

Any disclosure you make under this Policy will be treated as far as reasonably practicable in a confidential and sensitive manner. If confidentiality is not reasonably practicable, for instance because of the nature of the information, this will be explained to you.

We hope you will feel comfortable to voice any concerns openly. You may make a disclosure anonymously; however, concerns expressed anonymously cannot be dealt with as effectively as open disclosures, as they are often more difficult to investigate.

How to make a disclosure

In the first instance, you should bring the matter to the attention of Katie Lewty. If the disclosure contains allegations about Katie Lewty or the malpractice occurs at this level, you may make the disclosure directly to Joseph Ting.

If your disclosure concerns a very serious allegation the Board will be notified.

Katie Lewty (Operations Director) can be contacted at Munchkin Sports, Groundsman's Cottage, The Pavilion, St Dunstan's Jubilee Grounds, Canadian Avenue, London, SE6 4SW;
020 8658 3777; 07731 501183.

Joseph Ting (Managing Director) can be contacted at Munchkin Sports, Groundsman's Cottage, The Pavilion, St Dunstan's Jubilee Grounds, Canadian Avenue, London, SE6 4SW;
020 8658 3777; 07944 79218.

External Reporting Options

If you feel unable to raise a concern internally, or if you believe your concern has not been handled appropriately, you may contact:

- **Local Authority Designated Officer (LADO)** – for concerns about adults working with children
- **Ofsted Whistleblowing Hotline** – 0300 123 3155
- **NSPCC Whistleblowing Advice Line** – 0800 028 0285
- **Police / CEOP** – for criminal or online safety concerns

Workers have a legal right under PIDA to raise concerns with prescribed external bodies.

Investigation Process

Once a concern is raised, we will:

1. Acknowledge receipt of the concern (unless anonymous).
2. Conduct an appropriate investigation, which may include interviewing relevant individuals.
3. Keep you informed of progress where appropriate, subject to confidentiality and data protection requirements.
4. Take proportionate action based on the findings.

You will not be informed of specific disciplinary outcomes unless appropriate and lawful.



Safeguarding Allegations

Any safeguarding allegation or concern about a member of staff or volunteer will be:

- Reported to the LADO without delay
- Reported to the host school or facility
- Managed in line with KCSIE 2026, including low-level concerns procedures
- Recorded and stored securely in line with UK GDPR

Dissatisfaction with the outcome of the process

If you are dissatisfied with the outcome of the investigation, you should raise this with Joseph Ting, the Managing Director, giving the reasons for your dissatisfaction. He will respond in writing notifying you of his acceptance or rejection of the need for further investigation and the reasons for this.

Training and Awareness

All workers will receive training or briefing on:

- Their rights and responsibilities under this Policy
- How to recognise and report safeguarding concerns
- Low-level concerns procedures (KCSIE 2026)
- How to escalate concerns externally if necessary

This Policy is available to all employees and volunteers.

Breach of this Policy

We may invoke the Disciplinary Procedure if you are found to have subjected a whistle-blower to any form of detrimental treatment. It may also be invoked if you have intentionally misled us in respect of any matter, breached this Policy in any other way and/or if we believe that you have made a false allegation maliciously.

We are committed to reviewing our policy and good practice annually.

This policy was last reviewed on: 01 September 2026

Signed:

Name: Katie Lewty

Position: Operations Director, Munchkin Sports Ltd