



WEYMOUTH FOOTBALL CLUB

WHISTLEBLOWING POLICY

DOCUMENT CONTROL

Document Ref:	Current Version:	Effective Date:	Review Cycle:
WFC-SG-WBP-01	2.0	To be Ratified	Annual

INTRODUCTION

Weymouth FC is committed to conducting all business in a professional and ethical way and we expect all staff and volunteers to maintain the same high standards. The club is committed to developing a culture where it is safe and acceptable for all involved in activities across the club to raise concerns about any unacceptable practice, behaviour, wrongdoing or misconduct. The purpose of this policy is to make clear that club staff can whistle blow without fear of victimisation, subsequent discrimination or disadvantage. This Whistleblowing policy is intended to encourage and enable everyone to raise serious concerns directly to the club. We do not want staff to overlook a problem or seek a resolution outside of the club without first bringing the matter to our attention

STATEMENT

Weymouth FC understands that occasionally things go wrong, if they do go wrong then we ask you to tell us. Whistleblowing concerns misconduct, illegal or underhand practices by individuals and, an organisation; and in as far as safeguarding goes- about the way care and support is being provided, such as practices that cause harm, or the risk of harm to others, or are abusive, discriminatory or exploitative.

WHAT IS WHISTLE BLOWING?

Whistle Blowing in a safeguarding context means revealing and raising concerns over misconduct or malpractice within an organisation, or with an independent structure associated with it.

It can be used as an early warning system or when it's recognised that appropriate actions have not been taken. This approach or policy is adopted in many different walks of life.

Any adult or young person with concerns about colleagues conduct towards a child, young person or adult at risk can also use whistle blowing by contacting the people and organisation as listed below.

The law provides protection for those who raise legitimate concerns about specified matters, known as qualifying disclosures. A qualifying disclosure is one made in the public interest if an employee has a reasonable belief that one of the following has taken place:

- fraud and/or money laundering.

- a bribe, offered or received.
- a criminal offence.
- a miscarriage of justice.
- an act creating risk to health and safety.
- an act causing damage to the environment.
- breach of any laws, regulations, other legal obligations or The FA Group's policies or procedures; or
- other serious risk that threatens clients, colleagues, the public, the environment, or The FA Group's reputation; and
- concealment of any of the above; is being, has been, or is likely to be committed. It is not necessary for you to have proof that such an act is being, has been, or is likely to be, committed - a reasonable belief is sufficient. Please be aware that you have no responsibility for investigating the matter as it is The FA Group's responsibility to ensure that an investigation takes place.

If you have reported a safeguarding concern about a child or an adult at risk and feel that it has not been dealt with correctly. Then there are a number of organisations you can and should escalate your concern to. This the same if you wish to raise a concern around the behaviour or actions of someone which could lead to potential repercussions against you within you club environment. This whistleblowing policy affords you the chance to get the correct outcome without the risk of it coming back on you from within the club.

REPORTING A CONCERN, USEFUL CONTACTS:

Club Welfare Officer: Ralph Ricardo
Contact number: 07799 333302
Email Address: welfare@weymouthfootballclub.co.uk

National League DSO: Martyn Cannon
Contact number: 07842 429798
Email Address: Safeguarding@thenationalleague.org.uk

County FA DSO: Kevin Pike
Contact number: 07903 574657
Email Address: Safeguarding@dorsetfa.com

FA Safeguarding Team
Contact number: 0800 169 1863
Email Address: Safeguarding@theFA.com

The NSPCC
 0800 800 5000
Help@nspcc.org.uk

DOCUMENT REVISION HISTORY (VERSION CONTROL LOG)

This log tracking table details all historical amendments, authorization mandates, and iterations of this risk documentation framework.

Ver.	Release Date	Author / Role	Primary Changes Summary	Authorized Sign-off
1.0	09/08/2024	Paul Maitland	Initial document drafting and implementation across all teams.	Board approved
1.1	14/02/2025		Contact Details Updated / formatting and document info added	Board approved
2.0	18/09/2026	Compliance Officer	Added Version Control, Reference and page number, club colour and font with updated logo	Awaiting Board Sign Off