



Brackley Gymnastics School

Whistleblowing Policy

Version	Date	Authorised by	Changes made
V1	16/03/2026	Natalie Baker – Club Director	Launch

Policy Relationship Statement

This policy forms part of the safeguarding and operational framework used by Brackley Gymnastics School. These policies apply to members, parents, carers, visitors, and other participants involved in Brackley Gymnastics School activities. Where relevant, the policies listed below should be read together to support safeguarding, welfare, and the safe and respectful operation of the club.

Linked Documents List

Brackley Gymnastics School – Gymnasts’ Code of Conduct
Brackley Gymnastics School – Photography & Filming Policy
Brackley Gymnastics School – Complaints Policy (Members & Visitors)
Brackley Gymnastics School – Anti-Bullying & Harassment Policy
Brackley Gymnastics School – Parents, Carers & Guests Code of Conduct
Brackley Gymnastics School – Child Protection Policy
Brackley Gymnastics School – Safeguarding Adults at Risk Policy
Brackley Gymnastics School – Safer Recruitment Policy
Brackley Gymnastics School – Equality, Diversity & Inclusion Policy
Brackley Gymnastics School – Privacy Notice & Data Protection Statement

1. Purpose

Brackley Gymnastics School (“BGS”) is committed to an open, honest, and supportive culture where gymnasts, parents, carers, and visitors can raise concerns about behaviour, welfare, or safety without fear of criticism or reprisal.

We understand that concerns may arise from human error or misunderstanding, while others involve unethical, unsafe, or deliberate conduct.

BGS will always respond proportionately — providing guidance and training where a mistake has occurred, and taking immediate, decisive action where harm, exploitation, or abuse is suspected.

Our first duty is to safeguard children, young people, and vulnerable adults.

We will listen, act fairly, and prioritise protection above all else.

2. When to Use This Policy

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Use this policy if you are worried about any of the following:

- The safety, wellbeing, or conduct of a coach, volunteer, or adult towards a gymnast;
- Neglect, emotional, physical, or sexual abuse;
- Grooming, inappropriate communication, or boundary breaches;
- Unsafe coaching or welfare practice that might put a gymnast at risk;
- Unethical, dishonest, or deliberately harmful behaviour;
- Attempts to hide, ignore, or cover up wrongdoing.

If your concern is about service quality, communication, or general dissatisfaction, please use the Complaints Policy (Members & Visitors) instead.

3. How to Raise a Concern

If you have a concern, please act promptly. BGS encourages early, approachable communication where it is appropriate and safe to do so.

1. Speak to the coach or a member of the BGS team (if appropriate)

For general practice or communication concerns, it is often best to raise the issue directly with your child's coach or another trusted team member so it can be resolved quickly.

Do not approach a coach or staff member directly if your concern involves potential abuse, serious misconduct, or if you feel uncomfortable doing so.

2. Contact the BGS Welfare Officer – Sharni Hughes

 bgs.welfare@gmail.com

The Welfare Officer oversees safeguarding and whistleblowing concerns. Concerns raised to the Welfare Officer will be listened to, recorded, and managed appropriately.

3. Alternative Contacts

- Independent Gymnastics Association (IGA) Safeguarding Team – safeguarding@independentgymnastics.com | 0345 319 7000
- Local Authority Safeguarding Team (West Northamptonshire Council) – 0300 126 7000
- NSPCC Whistleblowing Helpline – 0800 028 0285

4. If anyone is believed to be in immediate danger, call 999 straight away.
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4. Confidentiality & Information Sharing

BGS handles all information sensitively, proportionately, and in accordance with UK GDPR and safeguarding law.

- Complete confidentiality cannot be guaranteed where there is a risk of harm to a child or adult at risk, or where the law requires information to be shared.



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- Information will be shared only on a strict “need to know” basis with appropriate safeguarding authorities.
- The Welfare Officer will always ask whether you are comfortable being named in any record and explain the limits of anonymity.
- All concerns will be acknowledged to confirm receipt and reassure that the matter will be handled in line with safeguarding policy.
- Due to confidentiality and data protection obligations, BGS will be unable to provide specific details or outcomes of any resulting actions or investigations.

5. What Happens Next

1. Acknowledgment
You will receive written confirmation within five (5) working days that your concern has been received.
2. Initial Review
The Welfare Officer or safeguarding lead will determine whether the issue concerns practice, conduct, or safeguarding.
3. Proportionate Response
 - Practice Concerns: Handled through supervision, review, or training. The aim is improvement and learning.
 - Safeguarding or Deliberate Misconduct: Treated as a serious safeguarding matter, with immediate action such as suspension, referral to the Local Authority, IGA Safeguarding Team, or police.
4. Outcome & Communication
You will receive confirmation that the concern has been reviewed and acted upon.
Due to data protection and confidentiality obligations, no investigation details, personal information, or outcomes can be shared.

6. Protection for Those Who Speak Up

BGS values all genuine concerns raised in good faith.

You will not be penalised, excluded, or disadvantaged for speaking up.

Any intimidation or retaliation towards a person who raises a legitimate concern will result in immediate action and potential removal from BGS, with referrals to statutory authorities where required.

7. Our Commitment to You

BGS promises that anyone who raises a concern will:

- Be listened to and taken seriously;
- Be treated fairly and respectfully;



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- Receive a proportionate and lawful response;
 - See that the welfare of children and vulnerable adults remains the top priority;
 - Be kept informed through safe, appropriate, and lawful communication.
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8. Policy Conclusion

By participating in Brackley Gymnastics School activities, members, parents, carers, visitors, and external providers agree to comply with this policy in full.

Brackley Gymnastics School leadership will monitor compliance with this policy and take appropriate action where behaviour or actions place the safety, privacy, welfare, or respectful operation of the club at risk.

9. Review

This policy will be reviewed at least annually, or sooner if required by changes in legislation, safeguarding guidance, governing-body standards, or Brackley Gymnastics School operational practice.