

# Whistleblowing Policy for Ace Sports Coaching

## 1. Purpose:

This policy outlines Ace Sports Coaching's commitment to creating a safe and nurturing environment for children in our care. It encourages all employees and stakeholders to report concerns regarding the well-being, safety, and welfare of children, as well as any suspected misconduct or policy breaches.

## 2. Scope:

This policy applies to all employees, contractors, volunteers, and stakeholders associated with Ace Sports Coaching.

## 3. Reporting Process:

- a. Internal Reporting: Any concerns should be reported immediately to the designated Child Protection Officer (CPO) or Nick McGowan, who will be responsible for handling and investigating such matters.
- b. External Reporting: If an employee feels uncomfortable reporting internally or believes that the internal reporting process has not yielded satisfactory results, they have the right to escalate their concerns to relevant external authorities, such as local child protection agencies or law enforcement.

## 4. Confidentiality:

- a. All reports and the identity of the person making the report will be kept confidential to the extent possible by law.
- b. Information related to the report will only be shared with those who have a legitimate need to know for the purpose of investigation and resolution.

## 5. Protection against Retaliation:

Ace Sports Coaching is committed to protecting whistleblowers from any form of retaliation. Employees who make reports in good faith will not be subjected to any adverse employment action, including but not limited to, dismissal, demotion, harassment, or discrimination.

## 6. Investigation Process:

- a. Upon receipt of a report, the designated CPO will conduct a thorough and impartial investigation.
- b. The investigation process will aim to be timely, fair, and respect the rights of all parties involved.
- c. The findings of the investigation will be documented and appropriate action will be taken based on the severity and nature of the concern.

## 7. Disciplinary Action:

If the investigation reveals wrongdoing, Ace Sports Coaching will take appropriate disciplinary action, which may include counselling, training, suspension, termination of employment, or, if warranted, reporting to the relevant authorities.

## 8. Training and Awareness:

Ace Sports Coaching will provide regular training to staff, volunteers, and stakeholders on the importance of this policy, recognising signs of abuse or neglect, and reporting procedures.

**9. Review and Monitoring:**

This policy will be reviewed annually to ensure its effectiveness and compliance with current legislation.