

Sutton United Football Club



Whistleblowing Policy

Purpose

Sutton United Football Club is committed to maintaining high standards of conduct, integrity and safety. This policy provides guidance for staff, volunteers, players and spectators to report concerns about wrongdoing, malpractice or unsafe practices without fear of retaliation.

Scope

This policy applies to all employees, volunteers, players and other stakeholders associated with Sutton United Football Club.

What to Report

Concerns that should be reported include but are not limited to:

- Criminal activity or illegal acts
 - Health and safety risks
 - Safeguarding or welfare concerns
 - Breaches of club policies, codes of conduct or ethical standards
 - Fraud, corruption or financial malpractice
 - Any behaviour that puts players, staff or volunteers at risk
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How to Report a Concern

- Raise concerns with a **coach, manager, staff member or the Designated Safeguarding Officer (DSO)**
 - Reports can be made verbally, in writing or by email
 - Provide as much detail as possible, including dates, times and individuals involved
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Confidentiality

- All reports will be treated confidentially and sensitively
 - Information will only be shared with those necessary to investigate the concern
 - Whistleblowers' identities will be protected wherever possible
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Protection from Retaliation

- Individuals reporting concerns in good faith will be protected from retaliation, harassment or discrimination
 - Any attempt to intimidate or penalise a whistleblower will be treated as a serious breach of policy
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Investigation and Action

- All reported concerns will be investigated promptly and fairly
 - Findings and any action taken will be communicated to the whistleblower where appropriate
 - Records of investigations will be securely maintained
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Review

This policy will be reviewed annually to ensure effectiveness and relevance.

Policy reviewed: March 2026

Signed: OSCAR J LUGG

Name: Oscar Lugg

Position: Academy & Soccer Soccer Lead

Date: 23rd March 2026

