



Whistleblowing Policy

Policy Statement

British Dodgeball is committed to creating and maintaining a culture of openness within our organisation so that individuals feel encouraged and confident to raise any concerns relating to suspected misconduct at an early stage. We also recognise the negative effect which malpractice can have on the organisation, and therefore encourage you to raise genuine concerns, or any suspicions you may have concerning misconduct.

Objectives

- To ensure any disclosure is dealt with properly, quickly and discreetly. This includes the interests of the Organisation, its employees, directors, volunteers, all registered Members and any persons who are the subject of any complaint, as well as the person making the complaint.
- To give whistle-blowers and complainants confidence that they will not be treated differently after submitting a complaint or reporting a concern.

Scope

This policy applies to:

- Any British Dodgeball stakeholder, including its board members, directors, officers, and those of its employees who are involved in any aspect of interacting with customers or members in any capacity;
- All members of British Dodgeball (including any clubs, teams, associations or leagues) or otherwise under the jurisdiction of British Dodgeball;
- All players and spectators and those otherwise involved in Events, Competitions, and other activities organised, convened, authorised or recognised by British Dodgeball or any of its members (including any clubs, teams, associations or leagues), wherever held; and
- Any other Person British Dodgeball has authority; whether or not such person is a citizen of or resident in the United Kingdom.

This Policy is intended to cover concerns that are made in the public interest. If you want to report a concern on any of the issues set out below, please refer to the following policies:

- [Disciplinary Policy](#): Event-based misconduct/appeals on Technical Committee rulings;
- [Safeguarding Children & Adults at Risk Policy](#): Safeguarding or reporting potential abuse;
- [Anti-Doping Policy](#): reporting potential instances of doping;
- [Privacy Policy](#): Breaches of GDPR; and
- <https://britishdodgeball.org/policies/>: National Academy Selection disputes.

Protection

British Dodgeball appreciates that those reporting concerns may be apprehensive. We want to reassure you that you will suffer no detrimental treatment as a result of voicing your concerns. We will not tolerate victimisation, harassment, bullying or any other detrimental treatment of anyone who has made a disclosure under this Policy. Complaints about such behaviour will be dealt with under the British Dodgeball Disciplinary Procedure.

Should you feel you have been subjected to any detriment as a result of raising a concern under this Policy you should notify chair@britishdodgeball.com.



Whistleblowing Policy

Disclosures under this Policy

We aim to encourage openness and will support whistle-blowers who raise genuine concerns under this policy, even if they turn out to be mistaken. Legally, Whistle-blowers are afforded certain protections within the law. The Public Interest Disclosure Act 1998 amended the Employment Rights Act 1996 and it provides protection for individuals who raise legitimate concerns about specified matters outlined below.

You can make a disclosure under this Policy if you have genuine concerns relating to any of the following areas of malpractice, or suspected malpractice:

- Failure to comply with any codes of conduct or values of British Dodgeball
- Criminal activity
- Practices endangering health and safety
- Practices damaging the environment
- Failure to comply with a legal obligation
- Bribery
- Financial malpractice, impropriety or fraud
- Attempts to conceal any of the above

You are encouraged to report suspected wrongdoing as soon as possible. No action will be taken against you if you raise genuine concerns, even if the concern you raised is not confirmed by any subsequent investigation.

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, however, you may make a disclosure anonymously.

Unfounded Allegations

If an individual makes an allegation in good faith, but it is not confirmed by the investigation, no action will be taken against them. If however, it is established that they have made malicious or frivolous allegations, or for personal gain, disciplinary action may be taken against them. In such cases, the [Disciplinary Policy](#) will apply.

How to make a disclosure

In the first instance you should email chair@britishdodgeball.com.

The person voicing the concerns may retract their complaint at any point once submitted, but if the concern relates to potential criminal activity and/or the safety or wellbeing of others, British Dodgeball will be duly obliged to share with the appropriate external agencies.



Whistleblowing Policy

Investigation

Once a concern has been raised, British Dodgeball will investigate this. Your disclosure will always be acknowledged within five working days. If you have not made the complaint anonymously, we may look to arrange a meeting with you to discuss your concern. You may bring a friend, colleague or union representative to any meetings under this policy.

We will keep you informed as to the progress of the investigation, as far as is possible and appropriate bearing in mind, in particular, any confidentiality obligations that apply. The action of a whistleblower does not carry a right to be informed of the outcome. Please note that you will not be given details of any disciplinary action taken unless we consider this appropriate.

Training

All those involved in this process, on behalf of British Dodgeball, will receive an appropriate briefing to ensure that they are fully aware of their rights and responsibilities under this Policy.

Breach of this Policy

We may invoke the Disciplinary Procedure if you are found to have subjected a whistleblower 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.

Further information

If you wish to whistleblow to an external organisation, please find details below:

- CPSU - 0116 366 5580
- Ann Craft Trust - <https://www.anncrafttrust.org/contact/>
- Protect Advice - [Protect-advice.org.uk](https://protect-advice.org.uk)

Monitoring & Evaluation

We are committed to implementing, monitoring and evaluating this strategy so that anyone can feel confident to report inappropriate actions as whistleblowers.

Policies will be reviewed by British Dodgeball on a regular basis for monitoring and evaluation purposes. Where appropriate, we will make adjustments in line with updated legislation.

Policy Last Updated on: 14th November 2025