



Guardian Ballers CIC Whistleblowing Policy

Initially approved by board: September 2024
Review: Annually
Review by/date: TH (director), HJ (Operations Manager), August 2025
Next review date: August 2026

SECTION 1 | Purpose of Organisation

The Guardian Ballers programme blends basketball with mental and emotional well-being education sessions, to facilitate opportunities for young people aged 10-25 years to consider how they can BALL, BE and make their community BETTER.

It is vital that everyone who works for us maintains the highest standards of conduct, integrity and ethics, and complies with legislation. If an employee, volunteer, partner, consultant or contractor has any concerns about malpractice in the workplace, we encourage them to communicate these without fear of reprisals and in the knowledge that they will be **protected from victimisation and dismissal**.

SECTION 2 | Purpose of Policy

This policy does not form part of an employees' terms and conditions of employment and may be subject to change at the discretion of management.

Malpractice includes (but is not limited to) the issues listed below:

- Financial wrongdoing including theft, bribery, fraud, money laundering and aid diversion
- A failure to comply with any legal obligations
- Sexual misconduct, including sexual abuse, harassment or exploitation (see Guardian Ballers Safeguarding Vulnerable Adults, and Safeguarding Children and Young People Policies)
- Abuse or exploitation of children, vulnerable adults or beneficiaries (see Guardian Ballers Safeguarding Vulnerable Adults, and Safeguarding Children and Young People Policies)
- Breach of Guardian Ballers policies
- Abuse of position
- Danger to the health and safety of individuals or damage to the environment

- Improper conduct or unethical behaviour
- Activity which would bring the organisation into serious disrepute
- The deliberate concealment of information relating to any of the matters listed above.

If you have a genuine concern and have reasonable belief it is in the public interest, even if it is later discovered that you are mistaken, under this policy you will not be at risk of losing your job or suffering any form of retribution as a result. This assurance will not be extended to an individual who maliciously raises a matter they know to be untrue, or who is involved in any way in the malpractice. Those found to be maliciously making false allegations will have disciplinary action taken against them.

Malpractice is not a complaint about the performance and behaviour of a manager or other work colleague towards you. Such complaints will be directed for action to Guardian Ballers CIC HR policies and procedures.

SECTION 3 | Procedures

If you genuinely believe that the actions of someone who works for Guardian Ballers CIC could lead to, or has resulted in, malpractice, please follow the procedure below.

(NB Please note this procedure is not intended to replace Guardian Ballers CIC Grievance Procedures, which continues to be the appropriate way to raise personal issues relating to the specific job or employment.)

1. Raise the matter with your line manager, who will consult with the appropriate contact point. If you feel that you are unable to raise the matter with your line manager, and you are able to, raise it with a more senior manager or a director (please see the website for directors contact details).

At the point of raising a concern it would be useful for you to share information describing:

- Whether anyone is at immediate risk of harm.
- What happened. If possible, make note of dates, times, places, people.
- Who is involved?
- How do you know about it?
- When were you first concerned about it?
- Have you told anybody about it?
- Was any action taken?

All managers should:

- Report incidents of theft, fraud, or corruption immediately
- Report Safeguarding concerns relating to sexual abuse or exploitation of children, vulnerable adults, beneficiaries or any Guardian Baller's representative to the Designated Safeguarding lead
- Report any other incidents of malpractice in the workplace to your manager or if necessary, a director



Guardian Ballers CIC,
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2. A decision will be made on whether it is appropriate to handle such complaints under this policy. Where not appropriate, the complainant will be informed and their permission sought to divert the issue to the appropriate HR procedure.

3. If an investigation is conducted, the outcome may involve taking disciplinary action if misconduct has been proved, which may include dismissal.

4. When matters are reported to the Safeguarding lead, Guardian Ballers Safeguarding Investigation Guidelines will be followed. If an investigation is conducted, the outcome may involve taking disciplinary action if misconduct has been proved, which may include dismissal.

You will be notified once the matter has been resolved, but outcomes are subject to confidentiality and there are instances where it won't be possible to communicate the result of an investigation.

Guardian Ballers CIC will take appropriate action, which may end in dismissal, in accordance with the relevant procedure, against any employee, volunteer or consultant who:

- Has been found to be victimising another individual for using this procedure, or deterring them from reporting genuine concerns under it.
- Made a disclosure maliciously that is known to be untrue or without reasonable grounds for believing that the information supplied was accurate.

SECTION 4 | Additional Information/Frequently Asked Questions

What if the line manager is involved in the alleged malpractice in some way?

If the line manager is involved in the alleged malpractice in some way, the matter should be raised with the next senior manager in the management line up to the level of director. Concerns relating to sexual abuse or exploitation of children, vulnerable adults, beneficiaries or any representative should be raised with the Safeguarding lead (or with the Safeguarding director if the Safeguarding lead is implicated).

Can the disclosure be made anonymously?

You are strongly encouraged not to make anonymous disclosures as details and further concerns cannot then be checked with you and this may seriously limit the ability of investigators to pursue your concerns. Nonetheless, all disclosures, made anonymously or otherwise, will be reviewed but lack of information may limit the nature, extent and outcome of the investigation.

Who will conduct the investigation?

Normally an independent person from within Guardian Ballers will be appointed. On rare occasions, or for complex cases such as safeguarding, external investigation support may be sought.

What if the matter involves a criminal offence?

The issue may also be reported to the police if a criminal offence, such as fraud or theft, or sexual assault has been committed.



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What if the matter is a complaint about the performance or behaviour of a manager or colleague against me?

Such complaints will be directed for action to the appropriate HR policy under unless the concerns relate to concerns of sexual misconduct or other forms of malpractice listed in this policy.

IF IN DOUBT, please contact one of the following individuals for a conversation:

NAME	ROLE	CONTACT DETAILS
Mr Kieran Joseph (senior leader)	CEO and Founder	Kieran.Joseph@guardianballers.org 07502 371441
Mr Scott Neely (senior leader)	Projects Manager and Lead Deliverer	scott.neely@guardianballers.org 07855 340 722
Mr Oliver Bagg (independent director)	Chair of Board of Directors	Oliver.Bagg@guardianballers.org 07931 981 602



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