Whistleblowing Policy

Dragon Academy Ltd (company number 16871720)

Version 1.0 · Approved by Dylan Powell, Director · Designated Safeguarding Lead: Dylan Powell · Next review: by 31 October 2027

1. What this policy is for

Whistleblowing means raising a concern about wrongdoing inside an organisation: something that puts children at risk, breaks the law, or is being covered up. This policy is for concerns about **how Dragon Academy itself is run**, including concerns about Dylan Powell or about how a safeguarding concern has been handled.

If you are worried about a child, or about something a coach or another adult has done, use How to Report a Concern (policy 02) first. This policy is for when that route does not feel safe, or you think it has not worked.

2. What you can raise

For example:

- a child being harmed or put at risk, and nothing being done about it;
- a safeguarding concern being ignored, played down or not passed on;
- someone coaching without the checks this pack requires;
- someone breaking the Coach Code of Conduct and it being tolerated;
- children's personal information or images being misused;
- a crime, a breach of a legal duty, or a danger to health and safety;
- an attempt to cover up any of the above.

You do not need proof. You need a reasonable belief that something is wrong. Raise it early.

3. How to raise a concern inside Dragon

1. Tell the Designated Safeguarding Lead, Dylan Powell, in person, by phone or in writing:
    - Email: dylan@dragondevelopment.co.uk
    - Phone: 07366 837578
2. If your concern is about Dylan Powell, or you do not feel able to tell him, use one of the outside routes in section 5. Dragon is appointing a Deputy DSL, who will also be able to receive concerns about the DSL.

3. If neither feels safe or appropriate, go straight to one of the outside routes in section 5. You do not have to raise it inside Dragon first.

Say what you are worried about, what you have seen or heard, when, and who was involved. Keep a note for yourself.

4. What Dragon will do

1. Take the concern seriously and acknowledge it within 2 working days.
2. Keep your identity confidential as far as the law and the need to protect children allow. If we have to share your name (for example with the police), we will tell you first where we can.
3. Pass any safeguarding concern to the local authority or the police where that is needed. Dragon does not investigate child abuse itself.
4. Tell you, as far as we can, what has been done.
5. **Never treat you unfairly for raising a genuine concern.** Dragon will not end your agreement, reduce your sessions, withhold payment or treat you worse in any way because you raised a concern in good faith, even if it turns out to be mistaken. Anyone at Dragon who victimises a whistleblower will face action under this pack.

Making an allegation you know is false, or making one maliciously, is a serious matter and may lead to your agreement ending.

5. Outside routes

You can contact any of these at any time:

- **Police:** 999 if a child is in immediate danger; 101 otherwise.
- **Local authority children's services** for the area where the child lives or where the session takes place: see policy 02 for the Bridgend, Rhondda Cynon Taf and Neath Port Talbot numbers.
- **NSPCC Whistleblowing Advice Line:** 0800 028 0285, for anyone worried that an organisation may be putting children at risk.
- **Protect** (the whistleblowing charity, free confidential advice): 020 3117 2520.
- **NSPCC Helpline** (any adult worried about a child): 0808 800 5000.

6. Legal protection

The Public Interest Disclosure Act 1998 protects many workers who raise concerns in the public interest. Whether it protects you depends on how you work with Dragon, and some self-employed people are not covered. Protect can tell you where you stand. Whatever the legal position, Dragon commits to the protection in section 4.5.