

# VERWOOD TOWN FOOTBALL CLUB

## Whistleblowing Policy

*Speaking up about wrongdoing — your rights and how to do it*

<b>Version</b>	Version 1.0 – April 2026
<b>Date of issue</b>	April 2026
<b>Review due</b>	Annually, or following any significant incident or change in FA guidance
<b>Policy owner</b>	Club Welfare Officer / Club Secretary (as applicable)

### 1. PURPOSE

VTFC is committed to the highest standards of conduct. This policy encourages and enables anyone connected to the club — members, volunteers, coaches, parents or officials — to raise genuine concerns about wrongdoing, malpractice or risk, without fear of retaliation.

### 2. WHAT IS WHISTLEBLOWING?

Whistleblowing means raising a concern about something you believe to be in the public interest, including:

- A safeguarding concern about a child or vulnerable adult
- Financial misconduct or misuse of club funds
- Serious breaches of club rules, FA regulations or the law
- Bullying, harassment or discrimination that is not being addressed
- Cover-up of a serious incident
- Any other serious misconduct that puts players, volunteers or the club at risk

This policy is not intended to cover individual personal grievances, which should be raised under the Volunteer Grievance Procedure or the Disciplinary & Complaints Policy.

### 3. HOW TO RAISE A CONCERN

#### Safeguarding concerns

If your concern relates to the safeguarding of a child or vulnerable adult, report it immediately to the Club Welfare Officer, or directly to Dorset FA, The FA or statutory agencies. Do not wait.

#### Other concerns

For non-safeguarding concerns, raise your concern in writing or verbally to:

- **The Club Chairperson** — for concerns about any member of the club including committee members
- **The Club Secretary** — for concerns about club operations or administration
- **The Club Welfare Officer** — for concerns with a welfare element involving any person at the club
- **Dorset County FA** — if you do not feel able to raise the concern within the club
- **The FA Safeguarding Team** — for any safeguarding-related concern: 0800 169 1863 or [safeguarding@thefa.com](mailto:safeguarding@thefa.com)

### 4. PROTECTION FOR WHISTLEBLOWERS

VTFC will not tolerate any retaliation, victimisation or detrimental treatment of anyone who raises a concern in good faith under this policy. Anyone found to have victimised a whistleblower will be subject to disciplinary action.

Concerns may be raised anonymously, though this may limit the club's ability to investigate fully. The club will protect the identity of the person raising a concern wherever reasonably possible.

## 5. WHAT HAPPENS NEXT

All concerns will be taken seriously. The Chairperson or Secretary will acknowledge receipt within seven (7) days and confirm what action will be taken. The whistleblower will be kept informed of the outcome, subject to confidentiality obligations to others involved.

## 6. UNTRUE ALLEGATIONS

If an allegation is made maliciously or in bad faith, the person making the allegation may be subject to disciplinary action.

Key Contacts	
Club Chairperson	youth_chairman@vtyfc.co.uk
Club Welfare Officer	Clare Nixson – welfare@vtyfc.co.uk / 07758 246452
Dorset FA	safeguarding@dorsetfa.com / 01202 688270
FA Safeguarding	safeguarding@thefa.com / 0800 169 1863
NSPCC	0808 800 5000 (24/7)