

# Kamikaze Pro - Whistleblowing



## 1. Introduction

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This policy outlines the procedures that Kamikaze Pro is committed to and has put in place to allow you to raise any safeguarding concerns or suspected wrongdoing that you may have.

Kamikaze Pro is committed to conducting its business with honesty and integrity and expects all wrestlers, event staff and volunteers to maintain the same high standards. It is always possible, however, for things to go wrong or for organisations to unknowingly harbour illegal or unethical conduct. Kamikaze Pro promotes a culture of openness and accountability and this policy is intended to;

- (i) Encourage you to report any safeguarding concerns or suspected wrongdoing as soon as possible;
- (ii) Provide guidance on how you can raise those concerns; and
- (iii) Reassure you that you are able to raise genuine concerns in good faith without fear of reprisals.

Although you can make a disclosure to certain public authorities, Kamikaze Pro urges you to make any disclosures in the first instance to us. We strongly recommend that you seek advice from our safeguarding team before reporting a concern to anyone externally.

## 2. Scope

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Every parent, young person and student is covered by this policy. As a parent or young person, you can be the first to recognise concerns within your group. However, you may not feel that you can express your concerns due to fear that speaking up could be difficult for you to handle. You may also be afraid of harassment or victimisation and you may feel that it could be easier for you to ignore the concerns.

We encourage anyone to come forward and voice their concerns. Remember safeguarding is everyone's responsibility. Doing nothing is not an option.

This policy details how you as a parent or young person you can raise concerns without fear of victimisation, discrimination or disadvantage. This policy is intended to encourage and make it easier for you to raise concerns within Kamikaze Pro.

It is in everyone's interest that all concerns and allegations of wrongdoing ('disclosures') are responded to and managed appropriately without delay.

### **3. Purpose**

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This policy sets out how you can raise concerns about the welfare and safety of anyone who is involved in activities within the Kamikaze Pro Dojo or Kamikaze Pro events. This can be called 'whistleblowing'. This policy explains how you can raise concerns and will also explain how you will get feedback.

Kamikaze Pro will aim to make sure that you:

- Get a response to your concern;
- Are made aware of how to take the concern further if you are not happy with the response; and
- Are reassured that you will be protected from reprisals.

### **4. Safeguarding**

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Kamikaze Pro realises that raising and reporting concerns is often difficult to do though fear of reprisals.

This policy is designed to offer protection to you if you raise a concern provided that your disclosure is made:

- In good faith; and
- You believe what you say to be true and you are being malicious.

We will support you if you whistleblow and will not tolerate any bullying, harassment or victimisation. If any bullying, harassment or victimisation does occur, we will deal with it according to our disciplinary policy and procedures.

## 5. Anonymous Allegations

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You may raise a concern anonymously (without identifying yourself) , but you should consider that a concern that is raised anonymously can be more difficult to deal with. Kamikaze Pro will make the decision to investigate a concern raised anonymously based on:

- The seriousness of the issue and any safeguarding risks;
- The credibility of proving the allegation(s); and
- Advice from the local authorities.

If you feel unable to disclose who you are you can report any safeguarding concerns to such agencies as the NSPCC.

Helpline 0808 800 5000.

E-mail: [help@nspcc.org.uk](mailto:help@nspcc.org.uk)

Further contacts are on our website.

<https://kamikazepro.co.uk/>

## 6. Confidentiality

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Kamikaze Pro will do its utmost best to keep your identity confidential if you make an allegation/disclosure. If you make an allegation in accordance with this Policy, you should note you may need to give a statement that may be needed to form part of the evidence.

If you need to be identified for any reason or it becomes apparent that you may be identified because of any subsequent investigation, you will be given notice, by a Kamikaze Pro representative (usually the Head of Safeguarding) so that an opportunity is provided to discuss any likely consequences and support required.

## 7. Raising a Concern or Making an Allegation

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If you wish to raise a concern you should do so either in writing or by speaking to the Kamikaze Pro's Head of Safeguarding. Your concern needs to be as specific as possible including any names, dates, times and locations (where possible).

If, after the course of an investigation, it has been found that your concerns or allegations are untrue or have not been substantiated then no action will be taken against you. If, however, it is established that you have made malicious allegations disciplinary action may be taken against you. In such cases, Kamikaze Pro's disciplinary policy and procedures will apply.

All investigations of a safeguarding nature will initially be undertaken by Kamikaze Pro's Head of Safeguarding with support if necessary, from another member of the safeguarding team. However, should you feel that you have not received a satisfactory response to your concern you can approach the following people or organisations:

The Head of Safeguarding at Kamikaze Pro is: Sarah Timmis.

With additional safeguarding support provided by: Natalie Atkinson.

You can email any concerns to - [safeguarding@kamikazepro.co.uk](mailto:safeguarding@kamikazepro.co.uk)

Other key contacts are:

### **Children's Advice and Support Service**

Monday to Thursday: 8.45am to 5.15pm

Friday: 8.45 am to 4.15pm

Telephone: 0121 303 1888

Emergency out-of-hours: 0121 675 4806

### Useful Contacts/Support

- NSPCC Helpline 0808 800 5000
- ChildLine 0800 1111 / [www.childline.org.uk](http://www.childline.org.uk) · Kidscape [www.kidscape.org.uk](http://www.kidscape.org.uk)
- Anti-Bullying Alliance [www.antibullyingalliance.org](http://www.antibullyingalliance.org)
- Contact the Ann Craft Trust safeguarding adult's advice helpline by calling 0115 951 5400.

In an emergency or if someone is in immediate danger, call the Police on 999 (101 for non-emergencies).

## **8. Evaluation and Review**

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We will regularly assess the implementation and effectiveness of this policy and procedure which will be reviewed annually or whenever there are changes in legislation,

new or revised government or statutory guidance, or to take account of any learning following a safeguarding concern.

The most current version of this Policy and procedure will always be available to view or download from our website.

<https://kamikazepro.co.uk/safeguarding/>

Next Review date: 01.03.2022