



# Whistleblowing Policy

At Youth Dreams Project, we want everyone - staff, volunteers, parents, and young people - to feel safe, supported, and confident to raise concerns.

## What is Whistleblowing?

Whistleblowing is when you raise a serious concern about:

- Unsafe coaching or safeguarding issues
- Bullying, harassment, or abuse
- Health & safety risks
- Fraud or criminal activity
- Discrimination or misconduct

## How to Raise a Concern

- Talk to your **Coach, Line Manager, or Head Coach**
- Speak to the **Designated Safeguarding Lead (DSL) or Deputy Safeguarding Lead (DSL)**
- Speak to the **Managing Director**, Luke Kennedy

Rest assured, you'll be **listened to and taken seriously**. Your concern will be kept **confidential** wherever possible and you will not face retaliation or unfair treatment for speaking up.

Whistleblowing isn't about getting someone in trouble — it's about keeping people safe, protecting young athletes, and making our organisation stronger.

**If in doubt, speak out.**

This policy was ratified on 1st January 2025.

A handwritten signature in black ink, appearing to read 'Luke Kennedy', enclosed within a simple black oval border.

Luke Kennedy, Managing Director  
**Youth Dreams Project**