



SOVEREIGN PRO WRESTLING

WHISTLE BLOWING POLICY

January 2022

What is Whistleblowing?

Whistleblowing encourages and enables those participating with the Sovereign Pro Wrestling organisation to raise serious concerns within the organisation rather than overlooking a problem or 'blowing the whistle' outside.

People within the organisation are often the first to realise that there is something seriously wrong within that organisation. However, they may not express their concerns as they feel that speaking up would be disloyal to their colleagues or to the organisation.

Our commitment

We, at Sovereign Pro Wrestling, are committed to the highest possible standards of openness, probity and accountability. In line with that commitment we expect all those who work within the organisation, performers, staff and volunteers, and others that we deal with, who have serious concerns about any aspect of the organisation's work to come forward and voice those concerns.

Who does the Policy apply to?

The policy applies to all those involved with Sovereign Pro Wrestling, performers, back stage and crew volunteers, work experience trainees and those who are contracted to work with us.

Policy Aims

- Provide avenues for you to raise concerns in confidence and receive feedback on any action taken.
- Ensure that you receive a response to your concerns and that you are aware of how to pursue them if you are not satisfied.
- Reassure you that you will be protected from possible reprisals or victimisation if you have a reasonable belief that you have made a disclosure in good faith.



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What types of concerns are covered?

- All low cases at start, conduct which is an offence or a breach of law
- Disclosure related to miscarriages of justice
- Health and Safety risks, including risks to the public as well as other participants
- Damage to the environment
- Possible fraud and corruption
- Sexual or physical abuse of organisation participants or followers
- Other unethical conducts

Safeguards

The organisation recognises that the decision to report a concern can be a difficult one to make. If what you are saying is true, you should have nothing to fear because you will be doing your duty to this within your organisation.

The organisation will not tolerate any harassment of victimisation and will take appropriate action to protect you when you raise a concern in good faith.

Confidentiality

All concerns will be treated in confidence and every effort will be made not to reveal your identity if you so wish. At the appropriate time, however, you may need to come forward as a witness.

This policy encourages you, however, to put your name to your concern whenever possible. Please note that you:

- Must disclose the information in good faith
- Must believe it to be substantially true
- Must not act maliciously or make false allegations
- Must not seek any personal gain



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How to raise your concern

You should raise concerns either verbally or in writing to the event manager or if it is a matter of abuse to the Safeguarding Officer: Shaun Codd

Safeguarding Officer: Shaun Codd

PHONE: 07922331730

EMAIL: sovprosafegmail.com

For independent advice contact:

Public Concern at Work, www.pcaw.co.uk;

Helpline: 020 7404 6609, email: whistle@pcaw.co.uk

This policy will be reviewed every 2 years or sooner if legislation changes.