Excel Race Academy Whistleblowing Policy

Last Reviewed: 7th October 2026
Next Review: 7th October 2027

Excel Race Academy is committed to maintaining the highest standards of integrity, safety, and accountability. All staff, volunteers, athletes, parents, and stakeholders are encouraged to report concerns about wrongdoing, poor practice, or breaches of safeguarding without fear of retaliation. We are committed to ensuring that anyone raising a concern can do so confidentially, safely, and in good faith.

The Academy will achieve this by:

- Encouraging anyone connected with the club – including staff, volunteers, coaches, athletes, parents, and visitors – to speak up if they witness or suspect wrongdoing, poor practice, or a safeguarding concern.
- Providing a clear procedure for raising concerns to the Club Welfare Officer (CWO), or other senior club officials.
- Allowing concerns to be raised confidentially or anonymously where appropriate.
- Ensuring that any reported concern is taken seriously, investigated promptly, and treated fairly and impartially.
- Protecting whistleblowers from detriment, harassment, or victimisation because of raising a concern in good faith.
- Maintaining accurate records of concerns raised, investigations conducted, and outcomes, in line with data protection requirements.
- Escalating serious matters, including safeguarding concerns, to external authorities as required, including Snowsports England Head of Safeguarding and Local Authority Designated Officers (LADO), social services, or the police.
- Ensuring that all staff, volunteers, and coaches are aware of their responsibilities under this policy and have access to training and guidance on reporting concerns.
- Encouraging a culture of openness, accountability, and integrity across all Academy activities.

Signed:



Rob Bullen, *Managing Director*

Date: 07/10/2026