



TAEKWONDO COUNCIL UNITED KINGDOM

Whistleblower Policy

Introduction

1.1 Taekwondo Council United Kingdom (TCUK) upholds the highest standards of transparency, integrity, and accountability. In line with this commitment, TCUK encourages and expects all stakeholders, including employees, contractors, and third parties, to raise genuine concerns regarding any aspect of TCUK's operations.

1.2 This policy underscores TCUK's dedication to taking all concerns seriously, investigating them impartially, and ensuring protection against victimization, discrimination, or disadvantage for whistleblowers. It fosters an environment where concerns can be addressed internally rather than resorting to external disclosure.

Definition of Whistleblower

2.1 A whistleblower is any individual who has made, is making, or intends to make a protected disclosure, or is perceived by relevant parties as doing so. A protected disclosure may include but is not limited to:

- Criminal offenses or regulatory breaches
- Non-compliance with legal obligations
- Mismanagement of funds
- Endangerment of health, safety, or the environment
- Concealment or destruction of information related to such matters.

2.2 Personal grievances, unless in the public interest, are not covered under this policy and should be addressed through TCUK's grievance procedure.

Objectives of the Policy

3.1 This policy aims to:

- Encourage individuals to raise concerns confidently and act upon them.
- Provide clear channels for reporting concerns and receiving feedback on actions taken.
- Assure protection from reprisals for whistleblowers acting in good faith.
- Ensure centralised oversight of all reported concerns to maintain consistency in investigation and response.
- Ensure adherence to applicable UK legislation, including the Public Interest Disclosure Act.
- Ensure alignment with upcoming legal obligations and provisions outlined in the proposed Whistleblowing Bill.

Scope of the Policy

4.1 This policy complements TCUK's existing complaints and statutory reporting procedures and does not replace them. It is not intended to address grievances, which should be handled separately.

4.2 Concerns falling under other relevant policies will be investigated accordingly.

4.3 TCUK's members have their own whistleblowing policies, and concerns related to them should be reported through their respective channels.

4.4 Financial irregularities must be reported promptly to the Treasurer, alongside utilising this policy for additional protection.

Safeguards

5.1 TCUK fosters a culture of speaking out safely and expects prompt reporting of concerns.

5.2 Protection against harassment or victimisation is ensured for whistleblowers.



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5.3 Adherence to the Public Interest Disclosure Act is paramount, requiring whistleblowers to reasonably believe their disclosure serves the public interest.

Confidentiality

6.1 Confidentiality is maintained throughout the process, with efforts made to protect the whistleblower's identity, subject to legal requirements.

6.2 Independent verification of allegations may be sought when necessary.

Anonymous Allegations

7.1 While anonymous reports are accepted, identifying the whistleblower facilitates reassurance and protection. However, investigations proceed even without disclosure of the whistleblower's identity.

Handling Untrue Allegations

8.1 Genuine concerns are encouraged, but frivolous or malicious allegations may lead to appropriate action, including disciplinary measures.

Reporting Procedure

9.1 Concerns can be raised with any council member listed on the website (www.tkdngb.co.uk), where email addresses and phone numbers of all democratically elected members are available for contact.

Action by Officials

10.1 Council Members receiving concerns must handle them sensitively, reassure whistleblowers, gather necessary information, and report promptly to the Council/Committee.

Responsible Officer

11.1 The TCUK Secretary oversees the policy's maintenance and operation.

Oversight (The Controller)

12.1 The TCUK Chair ensures consistent handling of all whistleblowing allegations, triages cases, and coordinates responses.

Response to Concerns

13.1 Investigations are initiated based on the public interest, with various actions taken, including internal investigations, referrals to authorities, or independent inquiries.

Escalation

14.1, If necessary, concerns may be escalated externally to relevant bodies, ensuring confidentiality and compliance with data protection regulations.

Policy Review

15.1 The policy undergoes periodic review to incorporate necessary updates, including alignment with legislative changes such as the forthcoming Whistleblowing Bill.

This revised and updated policy aligns with TCUK's commitment to accountability and provides clear guidance for stakeholders on raising concerns and ensuring their protection.