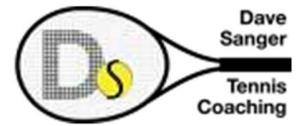




Registered Charity: 1185919
CRM: 0001398



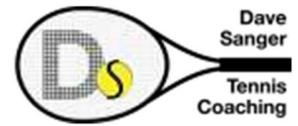
Southbourne Tennis Club and Dave Sanger Tennis Coaching Ltd

Whistleblowing Policy

Issue Date: November 2025

Review Date: November 2027

Owner: Southbourne Tennis Club Committee & Dave Sanger



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1. Purpose

Southbourne Tennis Club (STC) and Dave Sanger Tennis Coaching Ltd (DSTC) are committed to the highest standards of integrity, accountability, and transparency in all their activities. This policy provides a clear process for reporting genuine concerns about wrongdoing, misconduct, or breaches of policy, without fear of victimisation or disadvantage. It supports the LTA's Safe and Inclusive Tennis Standards and applies to everyone involved with either organisation — including members, coaches, volunteers, staff, parents, and players.

2. What is Whistleblowing?

“Whistleblowing” means raising a concern about a potential wrongdoing or risk that affects others or the club/coaching business as a whole, such as:

- Safeguarding or welfare concerns not being properly addressed
- Discrimination, harassment, or victimization
- Financial irregularities or misuse of funds
- Breaches of health and safety
- Criminal or unethical behaviour
- Attempts to conceal any of the above

Whistleblowing is not the same as a personal complaint. Personal grievances (e.g. disagreements between members or coaching clients) should be handled under the Club's Complaints Procedure.

3. Our Commitment

STC and DSTC will:

- Treat all concerns raised seriously and confidentially.
- Protect whistleblowers from any form of retaliation, bullying, or disadvantage.
- Investigate concerns fairly, promptly, and where necessary, in coordination with the
- LTA Safe and Inclusive Tennis Team or other relevant authorities.
- Take appropriate action where wrongdoing is found.

4. How to Raise a Concern

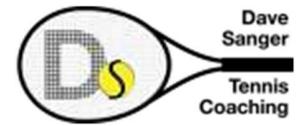
Anyone who has a genuine concern should report it as soon as possible, even if they are unsure whether wrongdoing has occurred.

You can raise your concern confidentially with:

- Club Chair – Richard Henshaw (email: Henshawplanning@outlook.com | Tel: 07941 061650)
- Head Coach – Dave Sanger (email: davesanger@gmail.com | Tel: 07812 676761)



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- Club Welfare Officer – Celia Barron (email: celiabarron@yahoo.com | Tel: 07772 723207)

If the concern involves or cannot be reported to the above, you can contact:
LTA Safe and Inclusive Tennis Team

- Phone: 020 8487 7000 (Mon–Fri, 9am–5pm)
- Email: safeandinclusive@lta.org.uk
- Web: www.lta.org.uk/safeguarding

If a child or adult is in immediate danger, call 999 (Police).

5. Confidentiality and Protection

- All whistleblowing reports will be handled confidentially.
- The identity of the whistleblower will not be disclosed without their consent, unless required by law.
- STC and DSTC will not tolerate harassment, retaliation, or discrimination against anyone raising a genuine concern in good faith.
- Anyone who knowingly makes a false or malicious allegation may be subject to disciplinary action.

6. Investigation and Outcomes

- The Club Welfare Officer, Chair, or Head Coach will acknowledge receipt of a concern within 7 days.
- An impartial investigation will be carried out, and findings will be reported to the appropriate Committee or Management.
- Appropriate action will be taken, which may include disciplinary measures, referral to the LTA, or external authorities.
- The whistleblower will be informed of the outcome as far as confidentiality allows.

7. Review

This policy will be reviewed every two years or sooner if there are changes to LTA guidance or safeguarding regulations.