

# Speak Up Policy



Last Reviewed 2025 by Tim Allison

# Policy Overview

Our Speak Up Policy outlines the Club's protocols for individuals who wish to raise issues of a sensitive nature in a safe and confidential manner.



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## **Referenced Policies**

- **Disciplinary Policy**

# 1. Introduction

The Club is committed to developing a culture where it is safe and acceptable for everyone involved in Club activities to raise concerns about any unacceptable practice, behaviour, wrongdoing or misconduct. This includes, but is not limited to, offences under the Sexual Offences Act 2003, Protection of Children Act 1978 s1, and Equality Act 2010 s.26.

Recognising that, through loyalty or fear of repercussion, people may be reluctant to voice worries, this policy has been created to encourage members of the game to speak up, knowing that they will be supported and their concerns will be handled sensitively.

Speaking up will enable safeguarding concerns to be investigated and dealt with for the benefit of all involved and for that of the wider game. Anyone making a disclosure can be confident that the matter will be handled appropriately and with an appropriate level of confidentiality.

## 2. Scope of this Policy

This is a Club-wide policy open to everyone associated with the Club.

It enables anyone to raise concerns through channels that they are comfortable with and gives all parties the opportunity to resolve a concern and for any necessary action to be taken.

This policy should NOT be used for any matters presenting an immediate threat to life or property. For emergency assistance, please contact your local authorities or call the relevant emergency phone number.

Neither should it be used for:

- Grievances or whistleblowing relating to your employment ordinarily dealt with under your employer's grievance or whistleblowing policies.
- Contractual or personal disputes, including contractual disputes with agents and clubs.
- Issues relating to club memberships or other internal club disputes, which should be raised with and managed by the club.

### 3. How to Speak Up

Hopefully, you can raise concerns with your coach or line manager. However, where a matter is more serious, you feel that your concerns have not been addressed, or you prefer not to raise it with your coach or line manager, you can contact:

**Harry Dunne**  
**Senior Safeguarding Manager**  
**07595771787**  
**harry.dunne@suttonunited.net**

**Tim Allison**  
**Chief Operating Officer**  
**07804270468**  
**Tim.allison@suttonunited.net**

**Beverley Little**  
**Academy Safeguarding Officer**  
**07513834380**  
**Beverley.little@suttonunited.net**

## 4. How will my concern be handled?

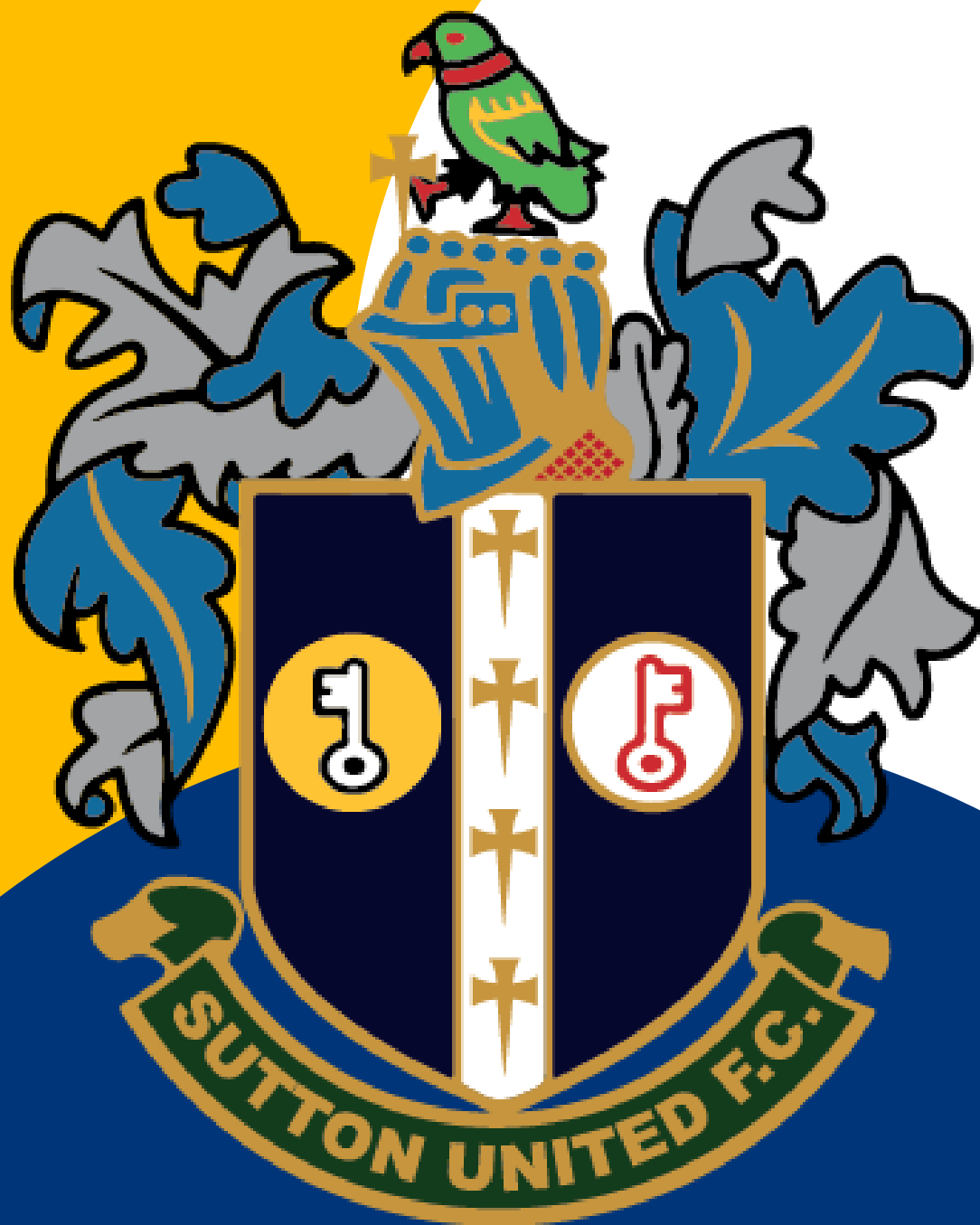
This section of the policy sets out the key principles underpinning how the concern you have reported will be dealt with.

- All disclosures will be dealt with appropriately, fairly and professionally.
- All disclosures will be handled sensitively, securely and with an appropriate level of confidentiality, being shared only on a strictly need-to-know basis. Disclosure outside this small group may be necessary if required by law or an important public interest is at stake, or for the purposes of a full investigation. The aim will be to discuss this with you in advance.
- Concerns can be shared anonymously but you are encouraged to give your identity as it will be difficult, or even impossible, to investigate anonymous reports.
- Your concern will be passed to the person best equipped to deal with it.
- It may be more appropriate for your concern to be referred to an appropriate person at the Club or a statutory agency and if so your disclosure may be passed on, unless you say otherwise.
- We will seek to keep you informed and updated on any investigation and outcome, including next steps and time frames.
- Any instances of victimisation, discrimination or negative repercussions experienced as a result of your disclosure are wholly unacceptable.
- Data provided to us will be processed and handled securely and fairly, in accordance with data protection legislation.

## 5. Implementation & Enforcement

The Chief Executive, senior managers and line managers are responsible for the promotion and maintenance of this policy by their staff. The Senior Safeguarding Manager is responsible for monitoring and reviewing the operation of this policy.

Employees are expected to comply with all elements of this policy. Employees not complying with this Policy may be subject to the Club's Disciplinary Procedures as outlined in its **Disciplinary Policy**.



## Contact us.

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