

Whistleblowing Policy

Parkour UK is committed to the highest standards of openness, probity and accountability. If a member of staff or the public discovers evidence of malpractice or wrongdoing within Parkour UK, or within its workforce, member clubs or at events, they can disclose this information internally without fear of reprisal. Our Whistleblowing Policy is intended to cover concerns such as:

- Financial malpractice or fraud.
- Failure to comply with a legal obligation.
- Dangers to health and safety or the environment.
- Criminal activity.
- Improper conduct or unethical behaviour.

This policy should not be used to question business decisions made by Parkour UK, or to raise any matters that are covered under other policies (e.g. discrimination or racial harassment). Any allegations relating to child protection will follow the procedures set out in the Safe Sport Policy. Any concerns relating to the employment conditions of an individual member of staff should be raised according to the procedures set out in the Staff Grievance policy.

Raising a Concern

The person raising the issue (complainant) should put their allegations in writing, setting out the background to the situation, giving names, dates and places where possible, and the reason why they are concerned about the situation.

In the first instance concerns should be taken to the head of the particular team and if, due to the nature of the problem, this is not possible, concerns should be raised with the CEO, Sam Bradley.

If this person or body is unwilling or unable to act on the concern, the staff member should then raise it with:

- The Parkour UK Board.

If the member of staff is still uncertain about how to proceed with the concern, he or she can contact the whistle-blowing charity [Protect](#) for advice.

Responding to a Concern

Initial enquiries will usually involve a meeting with the individual raising the concern, and will decide whether an investigation is appropriate and, if so, what form it should take. If a concern relates to issues which fall within the scope of other policies, it will be addressed under those policies.

If the initial meeting does not resolve the concern, further investigation is required. The appropriate person will investigate the concerns thoroughly, ensuring that a written response can be provided within ten working days where feasible, or if this is not possible, giving a date by which the final response can be expected. The response should include details of how the matter was investigated, conclusions drawn from the investigation, and who to contact if the complainant is unhappy with the response and wishes to take the matter further.

Rights and Responsibilities of the Whistleblower

All concerns will be treated in confidence and Parkour UK will make every effort not to reveal the identity of anyone raising a concern in good faith. However, they may need to come forward as a witness later.

If a concern is raised in good faith which is then not confirmed by the investigation, no action will be taken against that person.

If the whistleblower is an employee of Parkour UK and the investigation concludes that they maliciously fabricated the allegations, disciplinary action may be taken against that person.

As a whistleblower you are protected by law; you should not be treated unfairly, lose your job, be subjected to victimisation, discrimination, or harassment because you 'blow the whistle'. Parkour UK will act where a whistleblower is treated badly or threatened or has other action taken against them.