



Whistleblowing Policy

Version: V2

Effective Date: 08th May 2026

Review Date: 08th May 2029

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1. Introduction

Taekwondo Council UK (TCUK) is committed to promoting transparency, integrity, accountability, safeguarding, and ethical conduct across all aspects of its activities and governance.

TCUK encourages individuals to raise genuine concerns regarding misconduct, safeguarding failures, unlawful behaviour, financial irregularities, governance concerns, or practices that may place participants, volunteers, members, or the organisation at risk.

This policy aims to promote a culture where concerns can be raised safely, appropriately, and without fear of victimisation or retaliation.

2. Purpose

The purpose of this policy is to:

- encourage concerns to be raised appropriately and in good faith,
 - provide clear reporting routes,
 - support confidentiality where reasonably possible,
 - protect individuals from victimisation or retaliation,
 - support appropriate investigation and governance oversight,
 - and ensure concerns are managed proportionately, sensitively, and responsibly.
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3. Scope

This policy applies to:

- Board Directors,
- Committee members,
- instructors,
- officials,
- volunteers,
- employees,
- contractors,
- affiliated organisations,
- participants,
- parents/carers,

- and anyone involved in TCUK-affiliated activity.

This policy applies to concerns relating to:

- safeguarding,
- misconduct,
- unlawful activity,
- governance failures,
- financial irregularities,
- health and safety concerns,
- abuse of position,
- discrimination,
- unethical behaviour,
- breaches of policy,
- or conduct that may harm individuals or the organisation.

This policy does not replace:

- safeguarding procedures,
- complaints procedures,
- disciplinary procedures,
- grievance processes,
- or statutory reporting obligations,

but may operate alongside them where appropriate.

4. Protected Disclosures

A whistleblowing disclosure is a concern raised in the public interest regarding actual, suspected, or potential wrongdoing.

Examples may include:

- criminal offences,
- breaches of legal obligations,
- safeguarding failures,
- abuse or misconduct,
- corruption or financial mismanagement,
- serious breaches of governance,
- concealment of wrongdoing,
- discrimination,
- health and safety risks,
- or conduct likely to damage the integrity or reputation of TCUK.

5. Safeguards and Protection

TCUK is committed to:

- promoting a culture of speaking up safely,
- treating concerns seriously,
- protecting whistleblowers acting in good faith,
- avoiding victimisation, retaliation, or unfair treatment,
- and managing concerns proportionately and confidentially where reasonably practicable.

Individuals raising concerns are encouraged to act honestly, responsibly, and in good faith.

Knowingly false, malicious, or deliberately misleading allegations may result in appropriate action.

6. Confidentiality and Anonymous Reporting

TCUK will seek to maintain confidentiality wherever reasonably practicable and lawful to do so.

Information will only be shared on a need-to-know basis where necessary for:

- safeguarding,
- investigation,
- legal obligations,
- participant welfare,
- or risk management purposes.

Anonymous concerns may still be investigated where sufficient information is provided, although anonymity may limit the ability to investigate fully or provide feedback.

7. Reporting Concerns

Concerns may be raised through:

- safeguarding reporting routes,
- governance or disciplinary channels,
- designated organisational contacts,
- or other appropriate reporting arrangements.

Current safeguarding contacts, reporting routes, governance information, and support guidance can be found via the TCUK website:

Safeguarding:

<https://tkdngb.co.uk/en/members-area/safeguarding>

Inclusion:

<https://tkdngb.co.uk/en/members-area/inclusion>

Where concerns involve immediate risk of harm, criminal activity, or safeguarding emergencies:

- emergency services,
- statutory safeguarding authorities,
- or relevant external agencies

should be contacted immediately where appropriate.

8. Handling of Concerns

Concerns raised under this policy may result in:

- preliminary review,
- safeguarding intervention,
- internal investigation,
- disciplinary action,
- referral to external agencies,
- referral to statutory authorities,
- governance review,
- risk management measures,
- or other proportionate action where appropriate.

Concerns will be managed:

- fairly,
 - proportionately,
 - sensitively,
 - and in accordance with relevant safeguarding, governance, disciplinary, and legal obligations.
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9. Governance and Oversight

TCUK will ensure appropriate oversight arrangements are in place for the handling of whistleblowing concerns.

Oversight may involve:

- safeguarding personnel,
- governance leads,
- Board oversight,

- disciplinary arrangements,
- independent advice,
- or external agencies where appropriate.

Conflicts of interest should be managed appropriately throughout the process.

10. Review and Governance

This policy will be reviewed periodically to ensure continued alignment with:

- safeguarding standards,
 - governance expectations,
 - whistleblowing legislation,
 - participant welfare,
 - data protection obligations,
 - and best practice.
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Conclusion

Taekwondo Council UK is committed to promoting transparency, accountability, safeguarding, and ethical conduct throughout all affiliated activity.

All individuals involved in TCUK activity are encouraged to raise genuine concerns appropriately in order to support participant welfare, organisational integrity, and safe sport.

Approval

Approved operationally by: TCUK CEO & Safeguarding Team

Date: 08th May 2026

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Subject to formal Board ratification at the next Board meeting

Next Review Date: 08th May 2029