

LM Medical Services

Whistleblowing Policy

Director: Louise Marodeen

Effective Date: 20 February 2026

Valid Until: 20 February 2029

Version: 1.0

1. Policy Statement

LM Medical Services is committed to the highest standards of integrity, clinical governance, transparency, and accountability. We encourage all staff, contractors, and associated personnel to raise concerns about wrongdoing, unsafe practice, or unethical behaviour. All disclosures made in good faith will be taken seriously and handled confidentially.

2. Purpose

This policy provides a safe framework for reporting concerns in the public interest. It aims to protect patients, staff, and the organisation while ensuring compliance with the Public Interest Disclosure Act 1998.

3. Scope

This policy applies to all employees, contractors, volunteers, trainees, and event-based medical personnel working on behalf of LM Medical Services, including combat sports events, amateur and professional environments, and training courses.

4. Reportable Concerns

Concerns may include unsafe clinical practice, breaches of boxing or combat sport regulations, safeguarding failures, fraud, falsification of medical records, discrimination, harassment, or any activity that endangers patient or public safety.

5. Protection for Whistleblowers

LM Medical Services prohibits victimisation or retaliation against anyone raising a concern in good faith. Confidentiality will be maintained wherever possible. Malicious or knowingly false allegations may result in disciplinary action.

6. Reporting Procedure

Concerns should be raised with the Director, Louise Marodeen, in writing or verbally. Reports should include relevant details such as dates, individuals involved, and supporting evidence where available.

7. Investigation Process

All concerns will be acknowledged within five working days where possible. An appropriate investigation will be conducted, and necessary corrective action implemented. Where patient safety is at risk, immediate action will be taken.

8. External Reporting

If internal reporting is inappropriate or unresolved, disclosures may be made to relevant governing bodies, regulatory authorities, or law enforcement in accordance with the Public Interest Disclosure Act 1998.

9. Confidentiality & Record Keeping

All disclosures will be documented securely and handled in line with UK GDPR and Data Protection Act 2018 requirements.

10. Monitoring & Review

This policy is effective from 20 February 2026 and remains valid until 20 February 2029. It will be formally reviewed prior to expiry or sooner if legislation or operational requirements change.

Approved By:

Louise Marodeen

Director, LM Medical Services