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# Whistle blowing Policy.

## 1. Introduction

1.1 Paddle UK and Shropshire Paddlesport club (SPS) encourages a free and open culture across the whole of the sport. All organisations face the risk of things going wrong and or of wrongdoing occurring. Paddle UK and SPS recognises that effective and honest communication is essential if concerns about breaches or failures are to be effectively dealt with and the organisation's success ensured.

1.2 This policy provides a mechanism for serious concerns of wrongdoing or unethical conduct within the SPS club to be reported. This policy applies to all those who encountered with our Club including members, coaches, volunteers and anyone who has recently attended a Shropshire Paddlesport activity and who may feel that they need to raise concern issues relating to the organisation with someone in confidence.

1.3 Subject to clause 3.9, anyone approaching the SPS club in good faith with information regarding matters of wrongdoing, such as fraud, misappropriation, bad practice in child protection, coaching or water safety, discrimination, or breach of codes of conduct, will not be subject to any form of detriment or disadvantage as a result of having raised their concerns.

## 2. What is Whistleblowing

2.1 Whistleblowing is the disclosure of information which relates to suspect wrongdoing, and generally concerns a breach of a legal, statutory, or regulatory requirement or some unethical or immoral behaviour. For example:

- Breach of Legal Obligations – Health and Safety Legislation
- Breach of SPS Policy and codes of Conduct
- General malpractice or unethical conduct
- Gross misconduct

- Financial irregularity

## 2.2 Certain cases of whistleblowing are covered by the law under the public Interest Disclosure Act 1998:

- A Criminal offence has been committed, is being committed, or is likely to be committed.
- A person has failed, is failing, or is likely to fail to comply with legal obligation to which he or she is subject.
- A miscarriage of justice has occurred, is occurring, or is likely to occur.
- The health and safety of any individual has been, is being, or likely to be deliberately concealed.

## 3. Process

- 3.1 If anyone wishes to raise or discuss any issues which might fall into one of the categories listed above in clause (2.1 or 2.2) they should contact the Club Chair or any of the Club Directors.
- 3.2 The person who receives the disclosure will, in so far as is possible, treat the matter in confidence. In some rare exceptional circumstances confidence may need to be breached for example, if there is a potential threat to a child or vulnerable adult.
- 3.3 Individuals **are required** to put their name to any disclosure. Allegations raised anonymously will not be investigated unless the allegations made are covered under 2.2, and the likelihood of confirming the allegation from attributable sources is very high.
- 3.4 The disclosure will initially be considered by the Club Chair or Vice-chair in the absence of the Chair, and one other person (normally a Director). Issues relating to Safeguarding will be dealt with in accordance with the Clubs Safeguarding Policies unless the disclosure relates to failing of the Safeguarding Policies.
- 3.5 The Club Chair or Vice-chair will make preliminary enquiries. If appropriate they will investigate the matter and take any remedial action to rectify the situation or where such action is not appropriate, they will decide for an independent investigation. Any investigation will not, at any stage, be carried out by any person against whom allegations are made. Where at all possible the investigation will be completed promptly, although more complex matter may require a longer and more thorough investigation. The Club Chair or Vice-chair will acknowledge the disclosure and where appropriate keep the person making the disclosure updated as to the outcome of any investigation and any remedial action taken.
- 3.6 The Shropshire Paddlesport Club (SPS) will deal with any disclosure fairly and appropriately. However, if in the view of the person making the disclosure the concern is not resolved satisfactorily by the Club Chair or Vice-Chair, the person raising the concern may raise the matter directly with Paddle UK.

3.7 If the disclosure relates to either the Club Chair or Vice Chair, the person may raise the matter with another Club Director.

3.8 The matter may be referred to the Club's disciplinary policy. It is likely that an investigation will be necessary and the person who has made the disclosure may be required to attend an investigatory hearing and/or a disciplinary hearing as a witness.

3.9 Whilst the Club supports whistleblowing, it will act appropriately if any disclosure is found both to be untrue and frivolous, malicious or vexatious in nature. Such a disclosure may constitute a disciplinary offence.

3.10 Each case will be treated on its merits

