



Congleton Amateur Swimming Club Whistleblowing Policy

1. Definition of Whistleblowing

In this instance, '**Whistleblowing**' is when a volunteer or someone else associated with Congleton Amateur Swimming Club reports suspected wrongdoing at the club. Officially this is called 'making a disclosure in the public interest'. They can report things that aren't right, are illegal or if anyone at the club is neglecting their duties, including: someone's health and safety is in danger. It encourages and enables people to raise serious concerns within the club rather than overlooking the problem or "blowing the whistle" outside.

2. CASC Commitment

The club is committed to the highest possible standards of openness, probity and accountability. In line with that commitment, we expect volunteers and others associated with the club, who have serious concerns about any aspect of the organisation's work to come forward and voice those concerns.

The club wants to create a safe and supportive environment where concerned individuals can raise issues about unacceptable practice and misconduct.

3. Scope

The policy applies to all volunteers, swimmers, parents, carers and guardians.

4. Types of concerns covered

- all low cases at the start, conduct which is an offence or a breach of law;
- disclosure related to miscarriages of justice
- health and safety risks, including risks to the swimmers, volunteers and the public;
- the unauthorised use of club funds;
- possible fraud and corruption;
- sexual, physical or other abuse of swimmers; and
- other unethical conduct

5. Safeguards

The club recognises that the decision to report a concern can be a difficult one to make, if what you are saying is true, you should have nothing to fear because you will be doing your duty to the club and those for whom it provides a service.

The club will not tolerate any harassment or victimisation and will take appropriate action to protect you when you raise a concern in good faith.



6. Confidentiality

All concerns will be treated in confidence and every effort will be made not to reveal your identity if you so wish. At the appropriate time, however, you may need to come forward as a witness.

This policy encourages you to put your name to your concern wherever possible. Please note that you:

- must disclose the information in good faith;
- must believe it to be substantially true;
- must NOT act maliciously or make false allegations; and
- must NOT seek any personal gain.

7. How to raise your concern

Where the disclosure relates to the safeguarding of a junior swimmer, please refer to the Child Protection Policy.

Where the disclosure relates to another matter within the club, please write to the club chair, Bill Wolstencroft, c/o the Leisure Centre, email congletonasc@talktalk.net or contact one of the committee members.

Where the disclosure relates to the club chair or the secretary, please speak to one of the door volunteers or contact the Leisure Centre.

For more information about club volunteers, please see our website:

www.congletonasc.wordpress.com.

8. References

1. CASC Child Protection Policy and Procedure