



Whistleblowing Policy

Introduction

Whistleblowing allows individuals to raise genuine concerns about any potential incident of poor practice, wrongdoing, illegal or unethical conducts by individuals without fear of reprisals even if they turn out to be mistaken.

Children are vulnerable to abuse and all adults who work in sports organisations, whether paid or unpaid, member or non-member must look to safeguard their welfare. Swim England believes it is necessary to develop a culture in all organisations and counties regionally and nationally, where concerned individuals can raise concerns in a safe and supportive environment.

Harlow Penguins Swimming Club and Swim England are committed to:

1. Developing a culture that is safe.
2. Encouraging a culture of openness.
3. Protecting all members.
4. Upholding the reputation of organisations.
5. Maintaining our sports' and the public's confidence.

“Whistle-blower”

The term “whistle-blower” is commonly used to describe a person who discloses concerns about wrongdoing, illegal or unethical conduct. Within Harlow Penguins Swimming Club and Swim England such disclosures could include but not be limited to:

- Criminal acts e.g. indecent images of children.
- Bullying.
- Breaches of the Code of Conduct or discrimination.
- Concerns regarding health and safety e.g. encouraging a child to train against medical advice.
- Disclosure of confidential information about a child or other member.
- Breaches of the Equality and Diversity Policy e.g. a child not being given the same opportunity as another child due to their gender.
- Witnessing or being told about poor practice or a failure to safeguard children.



Reasons for whistleblowing

Every member, members' parent(s)/guardian(s), employee and volunteer at Harlow Penguins Swimming Club has a responsibility to raise concerns about potential poor practice and abuse/unacceptable behaviour in order to:

- Prevent the problem increasing.
- Protect or reduce the rise to others.
- Avoid becoming a party to the concern by lack of appropriate action.

Making a disclosure

You may be worried about raising such issues or may want to keep the concerns to yourself, perhaps feeling that it is none of your business or that it is only a suspicion. You may feel that raising the matter would be disloyal to other members, colleagues, or to Harlow Penguins Swimming Club. You may decide to say something but find that you have spoken to the wrong person or raised the issue in the wrong way and are not sure what to do next.

Harlow Penguins Swimming Club takes any form of misconduct seriously and this policy enables any individual with genuine concerns to raise them as soon as possible in the right way. We encourage all individuals, where appropriate, to raise the matter as a concern, if genuine, rather than wait for proof.

All children have a right to be protected it is often the most vulnerable children who are targeted and who are least able to act or defend themselves or disclose what is happening. They need you and other like you to protect their wellbeing and safeguard them from harm or potential harm.

Everyone involved in our sport has a responsibility to raise concerns appropriately to individuals who can act upon them like the club Welfare Officer.

welfare@harlowpenguins.com

Harlow Penguins Swimming Club acknowledge that "blowing the whistle" on a member or colleague will be difficult but it is important you do so rather than allow a child to become or remain at risk.

Once the concern has been raised the Welfare Officer, they will take action in the appropriate manner. Issues involving the safeguarding of children as set out in Swim England's Wavepower 2020-2023 child safeguarding policies and procedures, will always be referred directly to stage 3 of the complaints procedure.