



BNSC Whistleblowing Policy

Bristol North Swimming Club (BNSC) is committed to providing a nurturing, friendly and safe environment for all of our members, parents/carers, and volunteers who wish to participate in swimming.

To achieve this, we have established a set of policies and procedures which include this document. Our full set of policies and procedures with which all our members, parents/carers, and volunteers are expected to comply, are available on our website.

Our policies and procedures are founded on Swim England's Child Safeguarding Policies and Procedures, known as **Wavepower**. Links to Wavepower can be also be found on our website.

The club's first contact to report concerns is the welfare officer.

The concept of whistle blowing is important in any organisation that is committed to maintaining appropriate levels of safeguarding and good practice. Whistle blowing allows individuals to raise issues of poor practice, wrongdoing, illegal or unethical conduct by individuals without fear of reprisals, even if they turn out to be a mistaken.

Children are vulnerable to abuse and all adults who work in clubs, whether paid or unpaid or whether members or non-members must look to safeguard their welfare. Swim England believe it is necessary to develop a culture in all clubs, counties and regions where concerned individuals can raise issues about unacceptable practice and misconduct in a safe and supportive environment.

Every member, parents, employee or volunteer has a responsibility to raise concerns about potential poor practice and/or abuse. This will prevent problems increasing, reducing the risk to others and avoid becoming a party to the concern by lack of appropriate action.

Whistle blowing is an important part of the safeguarding of children in swimming. Delaying the raising of concerns does not deal with them; it just delays the inevitable and may cause matters to get worse. Such matters will seldom, if ever, improve by being ignored and the damage to the children involved will inevitably increase.

When is it necessary to whistle blow, a member or employee may witness or be told about a situation of poor practice, a failure to safeguard, or even an incident of abuse in which a colleague or another member, volunteer or chaperone is implicated.



For example: A child might tell you of something that has happened to them while in training with a swimming coach, or whilst being chaperoned by a Swim England volunteer. Alternatively, you might become suspicious about the behaviour of a colleague or volunteer, or perhaps a parent might make an allegation of abuse involving someone working with you in a paid or voluntary capacity.

Action to take if you are concerned about practice at the club

1. Inform the BNSC welfare officer (see club website for details).
2. You can also contact the county welfare officer, regional welfare officer or the Swim England Child Safeguarding team or the statutory agencies.
3. Once the concern has been raised, the welfare officer, the Swim England Child safeguarding team and/or the statutory agencies will take action in the appropriate manner.

If you receive a concerns from a third party regarding a member of Swim England you should take appropriate details and report it as above.

In any such circumstance, it is not your responsibility to investigate such incidents. Your role is to respond appropriately in line with the Swim England Whistle Blowing Policy.

Swim England assures everyone involved that they will be treated fairly and all concerns will be properly considered. If you act in good faith in reporting a concern, even if your suspicion is unfounded you will be supported and no action will be taken against you.

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