



Charity Number: 1143129

Burton Wheelchair Rugby Club Whistleblowing Policy

1. Introduction

Burton Wheelchair Rugby Club is committed to maintaining the highest standards of integrity, accountability, and ethical conduct within the organisation. The club recognises the importance of providing a safe and supportive environment for all individuals involved in club activities, including members, volunteers, staff, and participants. As part of our commitment to transparency and accountability, we have established this Whistleblowing Policy to encourage the reporting of any concerns or wrongdoing that may occur within the club.

2. Purpose

The purpose of this Whistleblowing Policy is to:

Provide a mechanism for individuals to report concerns or suspected wrongdoing related to club activities.

Ensure that all reports of misconduct, unethical behaviour, or breaches of club policies and procedures are promptly and thoroughly investigated.

Protect whistleblowers from retaliation or victimisation for making a report in good faith.

3. Scope

This policy applies to all individuals associated with Burton Wheelchair Rugby Club, including but not limited to members, volunteers, staff, coaches, officials, and participants.

4. Reporting Procedure

Anyone who becomes aware of concerns or suspected wrongdoing within the club is encouraged to report them promptly. Reports can be made verbally or in writing to any of the following individuals:

Club Chairman

Club Secretary

Club Welfare Officer

Any member of the Club Committee

Reports can also be submitted anonymously through a dedicated whistleblowing hotline or email address, which will be maintained by the Club Committee.

5. Protection of Whistleblowers

Burton Wheelchair Rugby Club is committed to protecting whistleblowers from retaliation or victimisation for making a report in good faith. Any form of retaliation or victimisation against a whistleblower will be treated as a serious disciplinary matter and may result in disciplinary action, up to and including termination of membership or employment.

6. Investigation Procedure

All reports of concerns or suspected wrongdoing will be promptly and thoroughly investigated by the Club Committee or an appointed investigation team. The investigation will be conducted impartially and confidentially, with due regard for the principles of natural justice and fairness.

7. Confidentiality

The club will handle all reports of concerns or suspected wrongdoing with the utmost confidentiality to the extent possible, considering the need to conduct a thorough investigation and take appropriate action.

8. Outcome and Follow-Up

Upon completion of the investigation, the Club Committee will determine the appropriate course of action based on the findings. This may include disciplinary action, corrective measures, or changes to club policies and procedures to prevent recurrence of similar issues.

9. Communication and Awareness

This Whistleblowing Policy will be communicated to all individuals associated with Burton Wheelchair Rugby Club through club communications channels, including the club website, handbook, and orientation sessions for new members and volunteers.

10. Review and Monitoring

This Whistleblowing Policy will be reviewed annually by the Club Committee to ensure its effectiveness and compliance with best practices. Any necessary updates or revisions will be made in consultation with relevant stakeholders.

11. Contact Information

For reporting concerns or suspected wrongdoing, individuals may contact:

Glyn Bennett
Chairman
Burton Wheelchair Rugby
glyn-bennett@outlook.com
07535 695403

28th April 2024