

YDCCSC Whistleblowing Policy

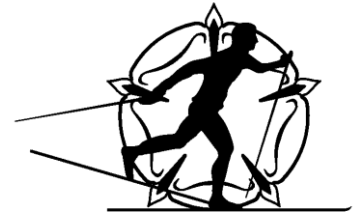
Snowsport England Whistleblowing Policy applies to all Snowsport England committees, clubs, coaches and instructors, athletes, volunteers and members. Therefore, YDCCSC will abide by the policy. A summary is below, the full document can be found at: [SE Whistleblowing Policy](#)

What is Whistleblowing?

Whistleblowing encourages and enables employees and others to raise serious issues within the organisation, rather than overlooking a problem or “blowing the whistle” outside. The whistleblower must believe they are acting in the public interest.

This may be about criminal behaviour; a safeguarding or child or adult protection concern; organisational poor practice or incompetence, for example inadequate insurance or not complying with fire regulations or procedures; behaviour that pushes boundaries beyond acceptable limits.

The concern may be about something that has happened in the past, is happening now, or that is likely to happen in the future. If you’ve seen, heard or suspect wrongdoing in YDCCSC, or know of a serious risk or accident ‘waiting to happen’, this should be passed on. Whistleblowers are witnesses to a malpractice and will not be penalised for any disclosure of information. Whistleblowing is not being disloyal to staff or participants as it is in the public interest to raise the concern.



Reasons for Whistleblowing

- To prevent the problem worsening or
- To protect or reduce risk to others or
- To prevent becoming implicated yourself

What stops people from whistleblowing?

- Starting a chain of events which spirals
- Disrupting work or training
- Fear of getting it wrong
- Fear of repercussions or damaging careers
- Feeling of being disloyal to colleagues
- Fear of not being believed

What should you do?

- record the following details:
 - Name, address and telephone number of the informant
 - Names of individuals involved
 - The manner of the alleged incident or circumstances
 - Whether they will submit any evidence (if applicable)
 - How they became aware of the nature of the allegation
- Do not attempt to deal with the allegation or suspicion yourself

Who should you tell?

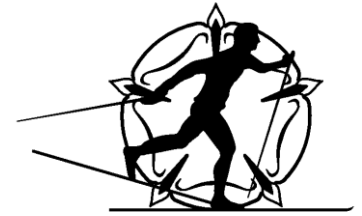
- Let the Club Welfare Officer know
- If you cannot refer the matter to the Club Welfare Officer, go direct to the Safeguarding Lead at Snowsport England.

Don't:

- Assume it doesn't matter, or no harm will arise, or ignore it as "it is not my responsibility"
- Inform the person about whom the concern was raised
- Commence your own investigation
- Inform any other members, participants employees or club members

Do:

- Report it without delay



Confidentiality

Snowsport England will treat all information confidentially and will only share it on a need-to-know basis. Where possible confidentiality will be maintained, although it must be stressed that in cases of fraud or criminal activity and in cases of child safeguarding it will not be possible to maintain strict confidentiality.

Anyone handling confidential information where appropriate should use the [Seven Golden Rules to Information Sharing](#) as guidance. Summary below.

The Seven golden rules for sharing information (including personal information):

- 1. All children have a right to be protected from abuse and neglect. Protecting a child from such harm takes priority over protecting their privacy, or the privacy rights of the person(s) failing to protect them.*
- 2. When you have a safeguarding concern, wherever it is practicable and safe to do so, engage with the child and/or their carer(s), and explain who you intend to share information with, what information you will be sharing and why. You are not required to inform them, if you have reason to believe that doing so may put the child at increased risk of harm,*
- 3. You do not need consent to share personal information about a child and/or members of their family if a child is at risk or there is a perceived risk of harm. You should consider any objection the child or their carers may have to proposed information sharing, but you should consider overriding their objections if you believe sharing the information is necessary to protect the child from harm.*
- 4. Seek advice promptly whenever you are uncertain or do not fully understand how the legal framework supports information sharing in a particular case. Do not leave a child at risk of harm because you have concerns you might be criticised for sharing information.*
- 5. When sharing information, ensure you and the person or agency/organisation that receives the information take steps to protect the identities of any individuals (e.g.,*



the child, a carer, a neighbour, or a colleague) who might suffer harm if their details became known to an abuser or one of their associates.

- 6. Only share relevant and accurate information with individuals or agencies/organisations that have a role in safeguarding the child and/or providing their family with support, and only share the information they need to support the provision of their services.*
- 7. Record the reasons for your information sharing decision, irrespective of whether or not you decide to share information. When another practitioner or organisation requests information from you, and you decide not to share it, be prepared to explain why you chose not to do so. Be willing to reconsider your decision if the requestor shares new information that might cause you to regard information you hold in a new light. When recording any decision, clearly set out the rationale and be prepared to explain your reasons if you are asked.*