

Merton Saints BMX Club Whistleblowing Policy



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Any person approaching Merton Saints BMX Club with genuine concerns about wrongdoing or illegal or unethical conduct or about suspected wrongdoing or illegal or unethical conduct will not be disadvantaged or discriminated against in any way because of the disclosure.

However, Merton Saints BMX Club and British Cycling Federation will take a serious view and act accordingly, including taking disciplinary action against appropriate parties, should it be found that the allegations are not genuine, have been intentionally portrayed as untrue or have been raised maliciously. Individuals are therefore encouraged to put their name to any disclosure.

Allegations raised anonymously may be investigated depending on the seriousness of the issues raised, the credibility of the concern, and the likelihood of confirming the allegation from attributable sources.

Definitions

Whistleblower	<p>You're a whistleblower if you're a member and you report certain types of wrongdoing. This will usually be something you've seen during sessions – though not always.</p> <p>The wrongdoing you disclose must be in the public interest. This means it must affect others, for example the general public or members.</p> <p>As a whistleblower you're protected by law – you should not be <u>treated unfairly or lose your membership</u> because you 'blow the whistle'.</p> <p>You can raise your concern at any time about an incident that happened in the past, is happening now, or you believe will happen in the near future.</p>
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Merton Saints BMX Club Commitment

Merton Saints BMX Club is committed to:

1. Encouraging a culture of openness
2. Protecting its members and non-members, including but not limited to its riders, coaches, employees, officials and volunteers
3. Upholding the reputation of the organisation
4. Maintaining the sport's and the public's confidence

Whistleblowing

'Whistle-blower' is a term commonly used to describe a person who alerts an authority to acts of wrongdoing about wrongdoing or illegal or unethical conduct or about suspected wrongdoing or illegal or unethical conduct, usually by someone within the authority's jurisdiction. Whistleblowers are witnesses to a malpractice and must not be penalised for any disclosure of information. In fact, certain categories of whistleblowers are protected by law.

All members, riders, contractors, coaches, officials and volunteers within Merton Saints BMX Club in any capacity, at one time or another may have genuine concerns about what is happening. It is the duty of everyone to speak up about genuine concerns.

Whistleblowing is the disclosure of information about wrongdoing or illegal or unethical conduct or about suspected wrongdoing or illegal or unethical conduct when working or participating within Merton Saints BMX Club and the sport of BMX. When making a disclosure, the whistleblower should genuinely believe that the disclosure may fall under one or more of the following headings (the list is not exhaustive):

1. Criminal activity (for example, child safeguarding (indecent images), sexual harassment, fraud);
2. Bullying, breach of a code of conduct or discrimination;
3. Betting, bribery, corrupt conduct, inside information and match/event fixing;
4. Danger to health and safety e.g. coercion of an athlete to train against medical advice or conducting an unsafe-practice;
5. Damage to the environment;
6. A miscarriage of justice (for example, if you are aware of a failure of the Executive Committee members to consider relevant information where an individual is subject to a sanction but is innocent of the action);
7. Unauthorised disclosure of confidential information;
8. Equality incident (for example, if you are aware of an individual not being given the same opportunity as another individual due to their gender);
9. Conduct likely to damage reputation of Merton Saints BMX Club, an individual and/or the sport;
10. Covering up wrong-doing, such as fabricating test results or supporting cheating – a sport rule violation or anti-doping rule violation

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 colleagues, members or to Merton Saints BMX 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. Merton Saints BMX Club takes any form of misconduct seriously and has introduced this Policy to enable genuine concerns to be raised early and in the right way. We encourage all individuals, where appropriate, to raise the matter as a concern, if genuine, rather than wait for proof.

It is in the interests of the Sport that individuals with genuine concerns are able to raise them in a confidential and effective way.

Given that any disclosure is likely to be sensitive everyone involved in the process should treat the process as confidential. All public statements and speculation should be avoided whilst there is an ongoing review/investigation to avoid prejudicing the process.

Anyone approaching Merton Saints BMX Club, in good faith, with information regarding matters of wrongdoing or illegal or unethical conduct or about suspected wrongdoing or illegal or unethical conduct, will have the matter dealt with in an appropriate manner.

Although Merton Saints BMX Club will handle all disclosures sensitively, the daily environment for Merton Saints BMX Club members, non-members, riders, contractors, coaches, volunteers or officials may be challenging following a whistleblowing disclosure, both whilst the disclosure is being reviewed/investigated and following the conclusion of the process. If the individual making the disclosure feels that his/her environment is not tolerable, discussions should take place with, for example, the Chair and Vice Chair or the British Cycling Federation. Merton Saints BMX Club will seek, where possible, to discuss the matter with transparency while maintaining a delicate balance of confidentiality, this may include a member being transferred to another BMX Club as a suitable alternative to diffuse any hostility amongst members or non-members.

Who to Contact?

If you suspect or discover any wrongdoing, illegal or unethical conduct, you should report it to any of the following as appropriate in the circumstances:-

- **Safeguarding Officer** of Merton Saints BMX Club; or
- **Welfare Officer** of Merton Saints BMX Club; or
- **Coach** of Merton Saints BMX Club

Making Disclosure Externally

British Cycling acknowledges the need for a 'Whistleblowing Policy' in line with the Public Interest Disclosure Act 1998 (PIDA). It is important to have procedures for enabling staff and volunteers to share, in confidence with a designated person (normally a Club Safeguarding Officer or British Cycling's Child Protection Lead Officer), concerns they may have about a colleague's behaviour.

British Cycling is fully supportive of 'whistleblowing' for the sake of the child, and will provide support and protect those who 'whistleblow'. While it is difficult to express concerns about colleagues, it is important that these concerns are communicated to the designated officer. All staff and volunteers are encouraged to talk to the designated officer if they become aware of anything that makes them feel uncomfortable.

- **British Cycling Federation Safeguarding Officer**

Reporting your Concerns

British Cycling takes all allegations relating to safeguarding young people and vulnerable adults very seriously. It is everyone's responsibility to report any concerns they may have. If you are, or you know that a friend or child is, being abused and in immediate danger then please contact one of the following:

Police Tel: 999

NSPCC Tel: 0808 800 5000

Childline Tel: 0800 1111

If you are, or you know that a friend or child is, being abused but is not in immediate danger then please complete the form available to download on the British Cycling website and email to: compliance@britishcycling.org.uk. Please entitle your email 'Safeguarding Concerns'.