

# WHISTLEBLOWING POLICY

September 2023 / Isabella Atkinson



# WHISTLEBLOWING POLICY

## INTRODUCTION

Whistleblowing is the term used for a process which allows individuals to raise genuine concerns about any potential incident of poor practice, wrongdoing, illegal or unethical conduct by individuals without fear of reprisals, even if they turn out to be mistaken.

## POLICY

England Ice Hockey (EIH) encourages all adults involved in our sport to have regard for matters of safeguarding, and therefore wishes to foster a culture in which concerned individuals can raise their concerns.

Concerns could include but not be limited to:

- Criminal acts e.g., making indecent images of children.
- Incidents of child abuse.
- Bullying.
- Breaches of Codes of Conduct or discrimination.
- Concerns regarding health and safety e.g., encouraging a child to train against medical advice or without proper equipment.
- Disclosure of confidential information.
- Breaches of the Equality and Diversity Policy.
- Witnessing or being told about poor practice or a failure to safeguard children.

### Reasons for Whistleblowing

- Prevent the problem increasing.
- Protect others / reduce risk to others.
- Avoid becoming part of the concern through failure to act.

### Making a disclosure

Individuals may feel worried about highlighting or reporting concerns for a number of reasons. They may feel it is none of their business, or that they do not have sufficient evidence. They may also feel a sense of loyalty towards the person at the centre of the concern. They may also have made attempts to highlight the issue within their club but feel that it has not been appropriately pursued or investigated.

The EIH takes any form of misconduct seriously and wants any genuine concern to be raised at the earliest opportunity, rather than necessarily waiting for supporting evidence or proof.

In most cases the best route will be to report a concern to the club's designated safeguarding lead (DSL), however we appreciate that this may sometimes be difficult due to the friendships and relationships between people involved in clubs. In this event, individuals wishing to report a concern can approach their regional safeguarding lead directly if required. Contact details for all regional safeguarding leads is published on the EIH's website.

### Worries people might have about Whistleblowing

- It will start a chain of events which will be out of your control.

- It will create disruption for everyone involved.
- You might have got things wrong.
- Your actions might be viewed as malicious.
- You will not be listened to or believed.

### **What will happen when a disclosure is made?**

When a disclosure is made to a club's DSL, they will liaise with the regional safeguarding lead for support in investigating the concern. Where necessary you will be interviewed by them to obtain further information.

The concern you raise will be treated in confidence and will be shared only on a need-to-know basis.

Any concerns which can be confirmed through the investigation process will then be dealt with through the appropriate safeguarding route. With due regard to confidentiality, you may not be able to be provided with any feedback about the actions taken. Where possible you will be provided with confirmation when the matter is concluded.

If you act in good faith in reporting a concern and even if the suspicion is unfounded, you will be supported, and no action will be taken against you. However, if it is proven the concern has been raised maliciously to cause harm to others, you may be liable to action under the EIH's disciplinary processes.

