



Whistle Blowing Policy

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Statement of Intent

Hatfield Swimming Club is committed to appropriate levels of safeguarding and good practice for all members, staff and volunteers of the club. Hatfield Swimming Club has adopted the ASA 'Wavepower 2009/11 Policies and Procedures', including the ASA 'Whistle Blowing Policy'.

Wavepower documentation can be found on the ASA website. There are links to this information on the 'Welfare Policy' page of the Hatfield Swimming Club website.

The ASA Whistle Blowing Policy

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 or misconduct by members and employees.

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. The ASA 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.

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 an ASA 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.

In any such circumstance, it is not your responsibility to investigate such incidents. Your role is to respond appropriately and to report the situation in line with the ASA's Whistle Blowing Policy.
