

ORCI WHISTLE-BLOWING POLICY



INTRODUCTION

The ORCi and its associated members fully support Whistle-blowing and the laws surrounding it. Whistleblowing law is part of the Employment Rights Act 1996 (as amended by the Public Interest Disclosure Act 1998).

Everyone associated with the ORCi is covered by this policy.

Whistle-blowing Policy

Consideration of whistle-blowing relating to the fair and lawful running of ORCi related and associated events and activities features highly in our organisational process. The ORCi wish to create a culture where it is safe and acceptable for all those involved in the organisation to speak up and raise concerns. However should someone feel that they cannot do this in an open forum then they can raise their concern via Whistle-blowing about unacceptable practice and misconduct. You may be the first to recognise that something is wrong, but you may not feel able to express your concerns out of a belief that this would be disloyal to colleagues, or you may fear harassment, victimisation, or disadvantage. These feelings, however natural, must never result in the sport being run in an unlawful or dangerous manner. Not restricted too but child safeguarding features highly in our policy around Whistleblowing.

Those involved in the ORCi, and its associated activities must acknowledge their individual responsibilities to bring matters of concern to the attention of senior management and/or relevant agencies. Although this can be difficult it is particularly important where the welfare of children may be at risk. The ORCi assures all involved in the organisation that they will be treated fairly and that all concerns will be properly considered. In cases where the allegations prove to be unfounded, then no action will be taken against those who report their suspicions/ allegations provided they acted in good faith and without malicious intent.

Reasons for whistle-blowing

Everyone has a responsibility for raising concerns about unacceptable practice or behaviour.

- To prevent the problem worsening or widening.
- To protect or reduce risk to others.
- To prevent becoming implicated yourself.
- If you are aware that the law is being broken

What stops people from whistle-blowing?

- Starting a chain of events which spirals.
- Disrupting the work or activity.
- Fear of getting it wrong.
- Fear of repercussions or damaging careers.
- Fear of not being believed.
- Fear of intimidation or victimisation
- Fear of it becoming known who undertook the Whistleblow.
- Personal relationships with the possible perpetrator or victim

ORCi whistle-blowing procedures

Should concerns be raised via a “tip-off”, the person receiving the “tip-off” should attempt to obtain the following information from the informant.

- Name, address, and telephone number.
- Names of individuals involved.
- The manner of the alleged incident/s or circumstances.

You should not attempt to deal with any allegation or concern yourself, rather inform someone.

Never do anything that could lead to your identity being known.

Specifically, do not:

- Inform the person about whom the concern was raised.
- Inform any other members, participants, or employees.
- Commence your own investigation.
- Annotate or remove evidence.
- Delay in reporting the suspicion.

Also do not assume.

- All is well, otherwise it would have been spotted earlier.”its better to be reported twice than not at all.
- It doesn’t matter” or “No harm will arise.”
- That you can ignore it as “It is not my responsibility.”

Who do I tell?

You should choose who you report the suspicion too and think about who may have links to the person/s or situation involved.

Suggested contacts:

- The ORCi secretary
- The ORCi Safeguarding Lead
- An independent promoter

What happens next?

- You should be given information on the nature and progress of any enquiries.
- All concerns will be treated in confidence. During the process of investigating the matter, every effort will be made to keep the identity of those raising the concern unknown, except to the minimum number of individuals practicable.
- The ORCi have a responsibility to protect you from harassment or victimisation.
- No action will be taken against you if the concern proves to be unfounded and was raised in good faith.
- Malicious allegations may be considered a disciplinary offence.

Feedback

The amount of feedback relating to the issue will vary depending on the nature and result of the investigations. However, where possible, those who have raised concerns will be kept informed of the progress and conclusion of investigations.

Should the findings of a whistleblowing disclosure be serious, it may be referred to outside agencies.

Finally

As a whistleblower you're protected from victimisation and disclosure by our GDPR policy but also by law. if you're: a worker. revealing information of the right type by making what is known as a 'qualifying disclosure' revealing it to the right person and in the right way making it a 'protected disclosure'.

The ORCi will take seriously any breach of anyone's confidentiality or anonymity in relation to Whistle-blowing.

You should not fear from doing the right thing.