

Blyth Kayak Club

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Whistle Blowing Policy



This policy will detail the procedures to be followed where an alleged matter of serious concern perpetrated by a member has been observed and reported. This is known as “whistle-blowing”.

It is the policy at Blyth Kayak Club to encourage the reporting to Committee member or Child Welfare Officer, of all matters of serious concern involving a member and for persons to feel that they can do so freely and without fear of reprisals or intimidation. Matters of serious concern will include, but may not be limited to, the following:

- Malpractice
- Abuse of a member
- Criminal activities (theft / embezzlement / assault, etc)

Persons reporting such incidents can include the following:

- Fellow members (peers)
- Family / relatives / friends of member
- Professional person acting on behalf of a client (advocate / minister of religion, etc)

Where an incident of serious concern is alleged the person making the allegation must report this directly to a Committee member. He / she will be assured that appropriate enquiries will be made to establish the nature / reality of the incident, and that such enquiries will be made to establish the nature / reality of the incident, and that such enquiries will be carried out discreetly and in confidence. Wherever possible, the identity of the person reporting the incident will be kept anonymous.

Where preliminary enquiries show that further investigations need to be made then the Committee member will inform the member against whom the allegations have been made.

Where the alleged offence is of a serious nature, the following action will be taken:

- The member at the centre of the allegation will be suspended immediately pending the outcome of the investigation. The member will be informed of the necessity for this action and will be assured that, at this point, there is no inference of guilt.
- Where it is believed the member has committed an offence that indicated that abuse has taken place, this will be reported via the appropriate channels as follows,
- **Independent Safeguarding Authority** (previously Protection of Vulnerable Adults)- now barred list
- **Independent Safeguarding Authority** (Protection of Children Register)- now barred list
- Report the matter to the Police, as appropriate to circumstances

A full investigation will be undertaken, interviewing all parties concerned in the allegation. This may include other members, family and advocated as appropriate.

Following completion of the investigation:

If the allegations are justified the member concerned will be subject to expulsion, as appropriate. Criminal charges may be brought by the Police or other parties, depending upon the circumstances.

If all allegations are not proven, the member will be restored to full activities.

Where the allegation is not proven, but has proven to be a malicious action on the part of the accusing party, then the accuser will be subject to appropriate disciplinary actions as defined by the Committee.