

## Harrogate Bowling Club.

### Whistleblowing Policy.

#### Introduction:

What is Whistle Blowing?

Whistle blowing is an early warning system. It is about revealing and raising concerns over misconduct or malpractice within Harrogate Bowling Club.

The Public Interest Disclosure Act 1998 protects those who raise legitimate concerns about specified matters. It makes provision about the kinds of disclosure that may be protected. The Act encourages everyone in bowls to make disclosures about fraud, misconduct or wrongdoing in the sport and anyone within it, without fear of reprisal, so that problems can be identified, dealt with and resolved quickly.

You should be aware of the importance of eliminating fraud or wrongdoing, and report anything that you become aware of that is illegal or wrong. You will not be victimised, or subject to any detriment for raising a legitimate matter under this procedure. Confidentiality will be maintained during the process to the extent that it is practical and appropriate in the circumstances. Individuals should be assured that they will be supported when concerns are reported.

#### The Whistleblowing Policy:

Any concerns or disclosures should be made promptly to the Club's Chairman (or to the Club's Safeguarding Officer in the case of a safeguarding incident) so that an investigation may proceed, and any action taken quickly. The Chairman/Safeguarding Officer may escalate a disclosure to the appropriate person if it is determined to be of a serious nature. It may be that further guidance is sought from the National Governing Body.

Once the investigation has been conducted and completed, you will be informed of the outcome, which will be within 5 days. Should you wish to appeal against the decision, you must do so in writing within five days of the decision. On receipt of an appeal a Senior Officer of the Club will make arrangements to hear your appeal.

If, on conclusion of the above stages, you reasonably believe that appropriate action has still not been taken, you may report the matter to the proper authority in good faith. The National Governing Bodies all endorse a whistleblowing policy and will ensure that it is followed by all bowls organisations that fall within their remit.