

1. Introduction

The Public Interest Disclosure Act, 1998, more commonly known as the 'Whistleblowing Act', requires employers to make arrangements which allow their employees to make complaints on serious matters without fear of victimisation.

British Ski and Snowboard (BSS) is committed to developing a culture where it is safe, and acceptable, for all those involved in British snowsports to raise concerns about unacceptable practice and misconduct. Whistleblowing can involve sharing potentially vital information about health and safety risks, environmental factors, fraud, and harm of children or covering up for someone.

This Document contains BSS's whistle blowing policy

2. Definition of Whistle Blowing

Whistle blowing encourages and enables employees to raise serious issues **within** the organisation, rather than overlooking a problem or "blowing the whistle" outside.

It is important to have procedures and a culture that enables staff and volunteers to share, in confidence with a designated person (normally a Discipline Chair or, if more appropriate, BSS's Safeguarding Lead), concerns they may have. This may be behaviour linked to child abuse or behaviour that pushes boundaries beyond acceptable limits. If this is consistently ignored a culture may develop within an organisation whereby staff and young people are 'silenced'.

3. Whistle Blowing in practice

When to Blow

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

- To prevent the problem worsening or
- To protect or reduce risk to others
- To prevent becoming implicated yourself

IF IN DOUBT, BLOW THE WHISTLE!

Barriers to Blowing

The following can typically prevent people from whistle blowing:

- Starting a chain of events which spirals
- Disrupting work or training
- Fear of getting it wrong
- Fear of repercussions or damaging careers
- Feeling of being disloyal to colleagues
- Fear of not being believed

Whistle Blowing Policy



What should you do?

If something is reported to you, try and record the following details:

- Name, address and telephone number of the informant
- Names of individuals involved
- The manner of the alleged incident or circumstances
- Whether they will submit any evidence (if applicable)
- How they became aware of the nature of the allegation
- Do not attempt to deal with the allegation or suspicion yourself

Who should you tell?

- Let the Discipline Chair know, who will then if a safeguarding or abuse matter, report the matter to the Safeguarding Lead at SSE.
- If you cannot refer the matter to the Discipline Chair you should go direct to the Safeguarding Lead at BSS.

What you should NOT do?

- Assume it doesn't matter, or no harm will arise, or ignore it as "it is not my responsibility"
- Inform the person about whom the concern was raised
- Commence your own investigation
- Inform any other members, participants employees or club members

4. Confidential Management

British Ski and Snowboard is fully supportive of whistle blowing for a variety of beneficial reasons and in particular for the protection of children, and we will provide support and protect those who whistle blow. All concerns will be treated in confidence. Reports made in good faith but which are later assessed as unfounded will not result in any action being taken against the reporter. However, persons reporting for malicious reasons may be subject to disciplinary proceedings.

You can also contact [Public Concern at Work](#) on 020 7404 6609 for more help and advice.