



Phoenix Gymnastics Academy

Whistleblowing Policy

Safeguarding children and young people requires everyone to be committed to the highest possible standards of openness, integrity and accountability. British Gymnastics supports an environment where people feel free to raise their concerns with the knowledge that all concerns will be taken seriously. The term 'whistle blowing' is often used in such circumstances to describe the raising of a concern about practices, procedures or conduct of an individual. In gymnastics context a whistle blower may be:

A coach or official,

A gymnast,

A parent,

A member of the public.

Concerns should be raised without delay to either the Club Welfare Officer or the British Gymnastics Lead Officer or British Gymnastics Safeguarding and Compliance Officer. The earlier concerns are reported, the easier it will be to act.

Anyone reporting a concern should provide as much information and detail as possible. This could include:

- Names of the people involved.
- Other witnesses
- Dates of events
- Any other relevant documentation

British Gymnastics understands that whistle blowers are often very reluctant to report concerns. Thus, British Gymnastics recognises that whistle blowers may wish to raise concerns in confidence. In these circumstances, the identity of the whistle blower will be kept confidential. Any subsequent reason why disclosure may be required will be discussed in detail with the whistle blower before any action is taken.

It must be recognised that concerns that are reported anonymously are frequently very difficult to investigate. The decision whether to investigate an anonymous allegation will be made by the CRMG based on the seriousness of the concerns and the credibility of the referral and the likelihood of identifying others who can confirm the allegations. Initial enquiries will be made to decide whether an investigation is appropriate and, if so, what form it should take.

All concerns raised under this procedure will be treated seriously and a decision made about whether an investigation is appropriate. Depending upon the nature of the matter it may be referred to the police. In these circumstances, the whistle blower may be asked to provide a written statement and give evidence to the police and/or at a British Gymnastics hearing. British Gymnastics will provide support to the whistle blower during this process.

British Gymnastics will not tolerate harassment or victimisation and will take action to protect anyone who has raised a concern in good faith. Anyone who is found to have victimised or harassed a whistle blower will face disciplinary action. Anyone who raises concerns known to be untrue may also be subject to disciplinary action.