



Whistle Blowing Policy

Brief & purpose

Whistle blowing allows individuals to raise issues of poor practice or misconduct by members and employees. Trojan Swimming Club is committed to developing a culture that is safe and encourages all those involved in swimming to raise concerns of poor/unacceptable practice in addition to breaches in safeguarding or abuse.

When is it necessary to whistle blow? While you may be the first person to become aware of an issue it is not always easy to raise the concern, as to do so may appear to be disloyal to your colleague(s)/ fellow members, and you may be fearful that you will be victimised or disadvantaged as a result of taking such action.

That is an understandable fear, but you must remember that all members of TSC have a right to be protected and that it is often the most vulnerable who are targeted and who are least able to act or disclose for themselves. There is a need for a structure to exist where an individual's wellbeing and safeguarding is paramount, and all are protected from harm or potential harm. Everyone involved in swimming has a responsibility to raise concerns appropriately to individuals who can act upon them.

Reasons for whistle blowing

Trojan Swimming Club Employees, Members and parents of Members have a responsibility to raise concerns about potential poor practice and abuse/ unacceptable behaviour in order to:

- Prevent the problem escalating.
- Protect or reduce the risk to others.
- Prevent becoming a party to the concern by lack of appropriate action.

Procedures

If you have identified a concern, please contact the Club President (Louise Campbell) or the CCO via phone or email. Once the concern has been raised, the CCO Officer (Fionnuala O'Neill and / or Steven Kelly), will take action as deemed appropriate.

Louise Campbell: 087 9974176

Fionnuala O'Neill: 087 2649557

Steve Kelly: 086 6088170

What happens when you have raised a concern in good faith?

The concern you raise will be treated in confidence and will be shared only on a need to know basis. You will be given updates on the progress of all investigations, when the situation allows. Your Club has a responsibility to protect you from harassment of any kind that results from your disclosure.

If the matter is proven/ found on the balance of probabilities to have occurred then appropriate action will be taken against the individual(s) concerned. If the matter is unproven/ unfounded on the balance of probabilities to not have occurred, providing you raised the concern in good faith, no action will be taken against you.

Malicious allegations, raised to cause harm to others, will be considered as a disciplinary offence and may be referred to the Swim Ireland complaints and disciplinary processes.

Trojan Swimming Club Feedback

Every effort will be made to give you feedback on the outcome and action taken on the matter you referred, but how much detail can be reported back to you will vary according to the nature and result of the investigation. Wherever possible, Trojan Swimming Club will ensure you have notice while the matter is ongoing and when it has been concluded.

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