

P.5 – Whistleblowing (Child Welfare Complaints/Concerns.)

Purpose;

To support an environment where staff/volunteers, members, parents/carers and the public are enabled to raise poor practice concerns, this is sometimes defined as whistleblowing.

TTW is committed to maintaining a culture where it is safe, and acceptable, for all those involved in table tennis to raise concerns about unacceptable practice and misconduct.

You may be the first to recognise something is wrong but you may not feel able to express your concerns out of a belief that this would be disloyal to colleagues, or you may fear harassment, victimisation or disadvantage. These feelings, however natural, must never result in a child continuing to be unnecessarily at risk. Each individual has a responsibility for raising concerns about unacceptable practice or behaviour:

Reasons for whistleblowing (child welfare complaint/concern)

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

The Public Interest Disclosure Act 1998 protects whistle blowers from victimisation, discipline or dismissal where they raise genuine concerns of misconduct or malpractice.

If you raise a complaint/concern you can expect from TTW;

- To be given information on the nature and progress of any enquiries if not a Point of Contact Resolution.
- All concerns to be treated in confidence.
- During the process of investigating the matter that every effort will be made to keep the identity of those raising the concern unknown, except to the minimum number of individuals practicable.
- To be protect from harassment or victimisation.
- That no action will be taken against you if the concern proves to be unfounded and was raised in good faith.
- That malicious allegations may be considered a disciplinary offence.

REMEMBER; Children are equally as entitled to raise a complaint as an adult.

When a concern is raised it will be dealt with following the Child Welfare Complaints Procedure. (see TTW Governance Handbook)