



**British  
Elite  
Athletes  
Association**

# Whistleblowing Policy

[www.britisheliteathletes.org](http://www.britisheliteathletes.org)

**With you.**



# Whistleblowing Policy

## Commitment

The BEAA are committed to the highest standards of openness, probity and accountability. In line with that commitment we expect employees, and other that we deal with, who have serious concerns about any aspect of the organisations work to come forward and voice those concerns.

This policy applies to all employees, paid or unpaid, temporary or permanent and all Directors.

## Policy Aim

The aim of this policy is to provide an avenue for you to raise concerns in confidence and receive feedback on any action taken. You should rest assured that you will be protected from possible reprisals or victimisation if you have made a disclosure in good faith.

## Examples of Concerns

- Conduct which is an offence or a breach of the law
- Disclosure related to miscarriages of justice
- Health and safety risks, including risks to the public
- Damage to the environment
- Non- compliance with Financial and Internal Controls Policy/ possible fraud and corruption
- Sexual or physical abuse of clients
- Other unethical conduct

NB. For complaints about your own employment, refer to the Grievance Policy and Procedure.

## Safeguards


The BEAA recognises that the decision to report a concern can be a difficult one to make. If what you are saying is true, you should have nothing to fear as you will be doing your duty to your employer. Sport Resolutions will not tolerate any harassment or victimisation and will take appropriate action to protect you when you raise a concern in good faith.

Where an allegation is made in good faith which is subsequently unconfirmed, no action will be taken against the whistle-blower.

If, however, a malicious allegation is made, disciplinary action may be taken against the whistle-blower through the Disciplinary Policy and Procedure.

## Confidentiality

All concerns will be treated in confidence and every effort will be made not to reveal your identity if you so wish. At the appropriate time, however, you may need to come forward as a witness.



Please note that you must:

- disclose the information in good faith
- believe it to be substantially true
- must not act maliciously or make false allegations
- not seek any personal gain

### **How to raise your concern**

You should raise concerns either verbally or in writing with the Chief Executive or a member of the Audit and Risk Committee (ARC). This will depend on the seriousness and sensitivity of the issue involved and who is suspected of the malpractice.

Financial allegations require that the Audit and Risk Committee be notified of all financial and accounting irregularities or suspected irregularities.

An investigation will then follow.

### **Audit and Risk Committee**

Jennifer Nell(Chair): 07928 372904

Dominic Mahony (BEAA Chair) 07768 33722

### **Independent Advice**

#### **Public Concern At Work**

Website: [www.pcaw.co.uk](http://www.pcaw.co.uk)

Helpline: 020 7404 6609

Email: [whistle@pcaw.co.uk](mailto:whistle@pcaw.co.uk)





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