

Whistleblowing Policy

Background

It is the policy of the British Wrestling Association Ltd (BWA) to ensure the maintenance of the highest ethical standards in all areas of the BWA's activities and to encourage a free and open culture in dealings between the officers, employees and members. In particular the BWA recognises that effective and honest communication is essential to its success.

The purpose of this policy is to give guidance to employees/members as to the actions open to them should they suspect that these standards are not being observed by any colleague(s) and who may from time to time feel that they need to raise certain issues relating to the BWA with someone in confidence.

What should you do if you have suspicions?

If your concerns relate to the activities of one of your immediate colleagues, the matter should be referred to your Line Manager.

If concerns relate to your own Line Manager, or someone more senior within the BWA and you have concerns that were you to raise this matter with your Line Manager it would not be acted upon, then you may make a direct approach to a member of the BWA Executive, i.e. The Chair, The Chief Executive, independent non-executive Director (Finance Portfolio) or Administrator.

Correspondence should be addressed to the selected member of the BWA Executive and forwarded to their home address.

The envelope must be marked 'Private and Confidential' 'Addressee only'.

What action will your Line Manager /BWA Executive take in response to your concerns?

You may be asked to confirm in writing your concerns and to provide details of any evidence in your possession in support of your allegations. You may be asked to attend a meeting with the BWA Executive to address your concerns and to be questioned concerning this. At such a meeting you would be entitled to bring with you a friend to support you. In any event you will be advised of any action that is proposed to be taken.

Appropriate steps will be taken to ensure that your working environment and/or working relationships are not prejudiced by the fact of your disclosure.

You are entitled to protection against any form of discrimination as a result of any legitimate concerns which you bring to the attention of your Line Manager and/or the BWA Executive BUT you are reminded that the making of false or malicious allegations concerning another employee/member is a serious disciplinary offence and may give rise to disciplinary proceedings or other disciplinary action.

Nothing contained in this policy shall have any effect on your statutory rights for protection in connection with 'protected disclosures' as that expression is defined in the Public Interest Disclosure Act 1998. The following circumstances constitute a 'qualifying disclosure' whereby the Public Interest Disclosure Act provides protection for the employee or other BWA member reporting such circumstances:-

- a criminal offence has been committed, is being committed or is likely to be committed
- a person has failed, is failing or is likely to fail to comply with any legal obligation to which he or she is subject
- a miscarriage of justice has occurred, is occurring or is likely to occur
- the health and safety of any individual has been, is being or likely to be endangered
- the environment has been, is being or is likely to be damaged
- information tending to show any matter falling within any one of the preceding points has been, is being or is likely to be concealed.

Further details of the Act may be obtained from the BWA Office Manager