

BRITISH FENCING - WHISTLEBLOWING

Everyone at some point in their own or their child's sporting life has concerns about things they observe within their sport. These may vary from simple bad manners to the outright dangerous and everything in between.

Often these concerns are relatively minor and can be easily resolved.

If you have any concerns regarding a possible breach of any BF policy or a concern regarding the behaviour or any malpractice of any BF Employee or Officer of any BF Committee (including members of the BF Board) or decisions or actions of those BF Committees, you should consider raising those concerns as set out below.

In particular BF is concerned to hear about any potential breach of Welfare or equality policies as specifically detailed below.

- If you have any concerns with regard to the behaviour of any adult or other young person towards a young person whilst connected with fencing (wherever it might be), it is important that you share your concerns with the BF Welfare Officer. The earlier you express your concern the more likely it is that it can be resolved quickly and without potentially further harm to any young person.
- If you have a concern regarding a possible breach of the BF Equality Policy you should raise this as outlined in that policy. Examples may include sexist or racist behaviour or the treatment of those with disabilities.

Copies of all current policies including the Welfare and Equality Policies can be found on the BF website.

Doing nothing about it may seem the easiest thing to do, but what concerns YOU may also be the concern of others: it will not away and the situation could get worse. The victim may not feel able to make a complaint but we may be able to stop the behaviour or take further action as a result of your complaint.

All information received or discussed will be treated in confidence and only be shared with those individuals within BF who will be able to manage and resolve the situation. On occasion it may be necessary to seek advice from or inform the statutory agencies e.g. Social Services or the Police. Where it is not reasonably possible or practicable to inform BF prior to contacting a statutory agency, BF should be informed as soon as possible thereafter using the appropriate incident reporting forms, save where informing BF may be prohibited by law or this is contrary to the advice of the relevant statutory agency.

All concerns will be taken seriously and be managed according to the BF Welfare Policies and Procedures, the BF Equality Policy or the BF Disciplinary Code.

BF is primarily concerned with the well being and safety of all members and participants in our sport, and will support anyone who in good faith, and where he/she has reasonable grounds for doing so, reports his/her concerns regarding any of the behaviour described above.

British Fencing will not discriminate against, victimise nor be judgemental of any official, volunteer or fencer who comes forward with genuine concerns.

Should you wish to put in writing your concerns, please address this to:

General concerns: Chief Executive

Equality Concerns: Chief Executive/Equality Officer

Welfare Concerns: Welfare Officer (lsmaycowen@aol.com)/Chief Executive/Dedicated Welfare phone number 07833661742

British Fencing
1 Baron's Court
33 Rothschild Road
London W4 5HT

Tel: 0208 742 3032

Email: headoffice@britishfencing.com

Please ensure that all correspondence is marked "Private and Confidential" "Addressee only"

If you would rather speak in person or by telephone, please initially email the above address with your contact number.

Everyone suffers when malpractice occurs in an organisation. It is important that those who act wrongly are dealt with appropriately. Help BF to stamp out any bad practice and help maintain BF's good standards and reputation.

If you would like to receive this policy in an alternative format or language please contact BF Head Office (insert details) to discuss your needs

UPDATED BY	PM
DATE	12.11.2009
AGREED BY THE BOARD	