

Whistleblowing Policy



'Whistleblower' is a term commonly used to describe a person who alerts an authority to acts of wrongdoing, usually by someone within the authority's jurisdiction. Whistleblowers are witnesses to a malpractice and must not be penalised for any disclosure of information, in fact certain categories of whistleblowers are protected by the law.

The CWWA is committed to encouraging a culture of openness: to uphold the reputation of the organisation, maintain the sport's and the public's confidence, and to protect its members. It is in the interests of the CWWA that you raise your concerns internally rather than disclose them to the press or other external body. This policy provides a mechanism by which serious concerns may be raised and addressed correctly.

Anyone approaching the CWWA, in good faith, with information regarding matters of wrongdoing, such as fraud, misappropriation, bad practice in child protection or safety, discrimination or breach of codes of conduct, by volunteers working for Cumberland and Westmorland Wrestling, will have the matter dealt with in a positive manner:

If you discover any wrongdoing, including bad practice or abuse you should report it to the Secretary or Chairman of the CWWA Governing Board.

Your concerns will initially be considered and preliminary enquiries will be made by the Secretary/Chairman. If appropriate they will investigate the matter and take any remedial action to rectify the situation or; recommendations will be made to the Disciplinary Committee to take appropriate action. Any investigation will not, at any stage, be carried out by any person against whom allegations are made. The investigation will be done promptly, although more complex matters may require a longer and more thorough investigation. The officer will advise you of the outcome of any enquiry and any remedial action taken.

If the issue is not resolved satisfactorily by the officer, or if the concern relates to that person, you may raise the matter directly with the Disciplinary Committee. The Disciplinary Committee will make enquiries and, if appropriate, investigate the matter and take any remedial action to rectify the situation. Investigations will not be carried out by any person previously involved in the matter and at no stage will they involve any person against whom allegations are made. Again, any investigation will be done promptly, although more complex matters may require a longer and more thorough investigation. The Disciplinary Committee will advise you of the outcome of any enquiry and any remedial action taken.

In some instances, particularly those involving child safety, it may be necessary to refer the matter to an external authority, for example the police. If this is the case both the complainant and the person against whom the complaint has been made will be notified of this, unless the CWWA is prohibited from doing so by law or at the direction of the external authority.

Any person approaching the CWWA with genuine concerns will not be disadvantaged or discriminated against in any way because of the disclosure. However, the CWWA will take a serious view and act accordingly, including taking disciplinary action against appropriate parties, should it be found that the allegations are untrue or have been raised maliciously.

Individuals are encouraged to put their name to any disclosure. Allegations raised anonymously may be investigated depending on the seriousness of the issues raised, the credibility of the concern, and the likelihood of confirming the allegation from attributable sources.

Where possible confidentiality will be maintained, although it must be stressed that in serious cases of fraud and in cases of child protection it will be not always be possible to maintain strict confidentiality if the concerns reach the investigation stage.