



Whistleblowing Policy and Procedure

AC Finchley is committed to the highest possible standards of openness, probity, conduct and accountability. In line with that commitment AC Finchley expects everyone associated with the club and with whom we deal, who have serious concerns about any aspect of the club's work to come forward and voice those concerns. It is recognised that in some cases this will be on a confidential basis.

This policy makes it clear that you can come forward without fear of victimisation, discrimination or disadvantage.

The policy is intended to encourage and enable people to raise serious concerns with the club in the first instance. Any concern that a club member may have about illegal or improper conduct will be treated seriously.

AC Finchley has an existing complaints policy, see the club's web site. The whistle blower policy enables club members to advise the club chairperson/ vice chairperson of any suspicion of illegal or improper conduct. Where the concerns are about safeguarding children or young people the club's welfare officer should be notified.

The club's chairperson, vice chairperson and welfare officer, will be expected to act swiftly and constructively in the investigation of any concerns.

The club will not tolerate any harassment or victimisation including informal pressure and will always take appropriate action to protect the whistle blower when a concern is raised in good faith.

All concerns will be treated in confidence and every effort will be made not to reveal a whistle blower's identity if they so wish.

Wherever possible we encourage whistle-blowers to put their name to an allegation. Concerns expressed anonymously are much less powerful but will always be considered. There can be no prescribed time limits for completion of any investigation, but it is in the interest of all concerned if the issue is resolved without delay.

We all have a duty to report concerns about safety and welfare of our members using this policy, or if more appropriate using the club's complaints procedure.