



Southern Ski Club for the Disabled

SSCD Club Whistle Blowing Policy Statement

Southern Ski Club for the Disabled, (The Club) is committed to developing a culture where it is safe and acceptable for all those involved in the Club to raise concerns about unacceptable practice and misconduct.

Personal grievances (for example bullying, harassment, discrimination) are not covered by whistleblowing law, unless in the public interest.

SSCD will do this by;

- Reminding all SSCD members that it is the duty of everyone to speak up about genuine concerns and disclose them.
- Not tolerating bullying, harassment or victimisation of anyone who raises a genuine concern.
- Encouraging and enabling Guides, Volunteers, and others, to raise serious issues within the organisation, rather than overlooking a problem or “blowing the whistle” outside.
- Developing a culture that enables Coaches and Volunteers to share, in confidence with the Club Welfare Officer or Snowsport England’s Safeguarding Lead, any concerns they may have.
- Understanding that whistleblowing is not being disloyal to the Club, as it is in the public interest to raise the concern.
- Supporting whistleblowing for the sake of the child or vulnerable adult and providing support and protection for those who whistle blow.