

Monmouth Rowing Club	
Whistleblower Policy	
Adopted: May 2023	
Revision V1	

1.0. Introduction

- 1.1. Monmouth Rowing Club is committed to operate with honesty and integrity and we expect all members, volunteers and employees to maintain the same high standards. It is always possible, however, for things to go wrong. This Club has a culture of openness and accountability and this policy is intended to encourage members and visitors to report any concerns or suspected wrongdoing as soon as possible, to provide guidance as to how to raise those concerns and to reassure members that they are able to raise genuine concerns in good faith without fear of reprisals.
- 1.2. In the first instance, please refer your concerns to the Safeguarding Officer. If there is an individual on the Committee you feel more comfortable with talking to, please feel free to raise your concerns with them.
- 1.3. Individuals are entitled to blow the whistle to a prescribed person, at Monmouth Rowing Club this is the SafeGuarding Officer, or the Club Secretary.

1.4. Purpose

- 1.5. This policy sets out how individuals can raise concerns about the safety and welfare of children, young people or adults who participate or engage in any services and activities conducted under the name of Monmouth Rowing Club. It will provide a method of raising concerns and will detail how feedback may be received in relation to any action(s) taken.
- 1.6. Monmouth Rowing Club will aim to ensure that individuals:
 - 1.6.1. Get a response to their concerns.
 - 1.6.2. Are made aware of how to pursue the concern further if they are not satisfied with the response.
 - 1.6.3. Are reassured that individuals will be protected from reprisals or victimisation for whistle blowing in good faith.

2.0. Scope

- 2.1. Everyone involved in activity carried out under the jurisdiction of Monmouth Rowing Club is covered by this policy.



3.0. Policy Statement

- 3.1. Members, coaches, other employees, volunteers, officials, parents and / or team followers are often the first to recognise concerns which potentially compromise the welfare or safety of those engaged in our activities of any age and those employed by the Club including members. However, they may not express their concerns because they feel that speaking up would be too difficult to handle. It may also be that they fear harassment or victimisation.
- 3.2. In these circumstances it may be easier for them to ignore the concern rather than report what may just be a suspicion of poor practice. Monmouth Rowing Club would urge anyone to come forward and voice those concerns. If you have safeguarding or welfare concerns, doing nothing is never an option. This policy details how individuals can raise a matter of concern without fear of victimisation, subsequent discrimination or disadvantage.
- 3.3. The policy is intended to encourage and enable individuals to raise serious concerns within Monmouth Rowing Club rather than overlooking a problem. It is in the interests of all concerned that disclosures of potential abuse or concerns are responded to and managed appropriately and without delay.

4.0. Safeguarding

- 4.1. Monmouth Rowing Club realise that raising a concern and reporting allegations is often difficult to do through fear of reprisals from those responsible for the alleged poor practice. This policy is designed to offer protection to anyone who raises a concern provided the disclosure is made:
 - 4.1.1. In good faith.
 - 4.1.2. If the individual believes what they say to be true, and are not intending / attempting to be malicious, even if the concerns subsequently are proven unfounded.
- 4.2. In these circumstances, Monmouth Rowing Club will fully support the whistle-blower and will not tolerate any bullying, harassment or victimisation whatsoever. If this does occur any perpetrators will be dealt with under Monmouth Rowing Club's disciplinary policy and procedures (and as a result may face expulsion from the Club).

5.0. Confidentiality

- 5.1. Monmouth Rowing Club will do its utmost to keep confidential the identity of a whistleblower. Should any allegations be made through whistle-blowing it should be noted that a statement may be needed to form part of the evidence.
- 5.2. Should the whistle-blower need to be identified for any reason or it becomes apparent that the whistle-blower will be identified because of any subsequent investigation, notice will be given to the whistle-blower, by a representative of Monmouth Rowing Club (usually the Club's Designated



Safeguarding Officer) so that an opportunity is provided to discuss any likely consequences and support required.

6.0. Anonymous Allegations

6.1. This policy encourages individuals to put their name to any disclosures they make. Concerns expressed anonymously are much less credible and more difficult to investigate effectively, but they may be considered at the discretion of the Club. In exercising this discretion, the factors to be taken into account will include:

6.1.1. The seriousness of the issues raised and any potential safeguarding risks indicated.

6.1.2. The credibility of the concern.

6.1.3. The likelihood of confirming or clarifying the allegation from attributable sources.

6.1.4. Statutory agency advice e.g. LADO, Children's Social Care or the Police

6.2. If anybody feels unable to disclose their identity, this policy seeks to encourage them to report any safeguarding concern in good faith and through external agencies such as the NSPCC Helpline (0808 800 5000) if necessary.

7.0. Raising a Concern or Making an Allegation

7.1. Anyone wishing to raise a concern should do so either verbally or in writing to Monmouth Rowing Club's Designated Safeguarding Officer. The concern needs to be as specific as possible including any names, dates and locations (where possible).

7.2. The Club's Designated Safeguarding Officer can be contacted either in person at the rowing club or through email welfare@monmouthrc.org.uk.

7.3. Any anonymous concerns / allegations are much less powerful and are therefore much harder to investigate as outlined above but all concerns shared will be taken seriously and investigated where possible.

7.4. If, after the course of an investigation, it has been found that the concerns or allegations are untrue or have not been substantiated then no action will be taken against the whistle-blower. If, however, it is established that they have made malicious allegations disciplinary action may be taken against them. In such cases, Monmouth Rowing Club's Disciplinary Policy will apply.

7.5. All investigations will initially be undertaken by the Club's Designated Safeguarding Officer with support where appropriate from another committee member. However, should you feel that you have not received a satisfactory response to your concern you can approach the following people or organisations:

7.5.1. Chair of Monmouth Rowing Club [chair@monmouthrc.org.uk].



7.5.2. Welsh Rowing at <https://www.welshrowing.com/en/about-us/contact-us>.

7.5.3. NSPCC Child Protection 24-Hour Helpline 0808 800 5000.

7.5.4. Or by going directly to the Police and/or Social Services.

8.0. Policy Accessibility and Review

8.1. This policy will be available online to all members and prospective members. This policy will be reviewed annually and updated as needed.

Date of most recent review: 18 Aug 2025