



Nunthorpe Squash Club Whistle-blower Policy

1. Purpose: The Nunthorpe Squash Club is committed to maintaining the highest standards of integrity and ethical conduct. This Whistle-blower Policy is established to provide a framework for members, employees, volunteers, and other stakeholders to report any concerns or suspected wrongdoing within the club.

2. Scope: This policy applies to all individuals associated with the Nunthorpe Squash Club, including but not limited to members, employees, volunteers, contractors, and third-party service providers.

3. Reporting Procedure: Any individual who becomes aware of conduct that they believe may violate laws, regulations, or the club's policies is encouraged to report it promptly. Reports can be made in writing and submitted to Nunthorpe Club secretary or any one of the clubs committees.

4. Protection Against Retaliation: The Nunthorpe squash Club prohibits retaliation against any individual who, in good faith, reports a concern or suspected wrongdoing. Retaliation is a serious violation of this policy and will result in disciplinary action, including possible termination or expulsion.

5. Confidentiality: Reports will be treated confidentially to the extent possible, consistent with the need to conduct an adequate investigation. The identity of the whistle-blower will be protected, and information will only be disclosed to those individuals involved in the investigation.

6. Investigation Process: Upon receiving a report, the club will conduct a thorough and impartial investigation. Individuals involved in the investigation will be selected based on their objectivity and the nature of the concern. The club will strive to complete the investigation promptly and take appropriate corrective action if wrongdoing is substantiated.

7. False Reports: Any individual who knowingly makes a false report may be subject to disciplinary action, including possible termination or expulsion.

8. Communication: The Nunthorpe Squash Club will communicate the existence of this Whistle-blower Policy to all members, employees, and other relevant stakeholders. Periodic reminders and training on the policy will be provided to ensure understanding and awareness.

9. Review and Updates: This policy will be reviewed periodically and updated as necessary to ensure its continued effectiveness and compliance with applicable laws and regulations.

By adhering to this Whistle-blower Policy, the Nunthorpe Squash Club aims to foster a culture of transparency, accountability, and ethical behaviour among its members and stakeholders.

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Kelvin Bowes

Nunthorpe Squash Club Secretary

Nunthorpe Squash Club

Guisborough Road

Middlesbrough

TS7 0JA 01642 313251