

Whistleblowing Policy — Summary

Guildford City Swimming Club — in association with Swim England's Wavepower

Whistleblowing lets anyone raise a genuine concern about poor practice or wrongdoing at GCSC — without fear of reprisal, even if the concern turns out to be mistaken. This is a short summary; the full policy has more detail.

When to use this

Use this route for concerns about how the Club, or someone acting for it, is operating — not a specific child or adult welfare concern, which goes to the Welfare Officer as usual. Examples include:

- How a previous safeguarding or welfare concern was handled
- Poor practice, misconduct, or a breach of a Code of Conduct
- Financial impropriety or misuse of Club funds
- Any other conduct that puts members or the Club's integrity at risk

How to raise a concern

1. Speak to the Club Welfare Officer, where possible.
2. If it's about the Welfare Officer, or you can't approach them, speak to the Club Chair or another Committee member.
3. If you can't raise it within the Club at all, contact Swim England's Safeguarding and Welfare Team directly.
4. For a criminal matter or immediate risk, contact the police without delay.

What you can expect

- Your concern will be listened to, taken seriously, and recorded factually
- Information is shared only with those who need to know
- You will not be victimised for raising a concern in good faith, even if it turns out to be unfounded

Immediate danger or urgent risk

If a child or adult is in immediate danger, call 999.

For non-emergency police assistance, call 101.

- [GCSC Welfare Officer — welfare.officer@gcsc.co.uk](mailto:welfare.officer@gcsc.co.uk)

This is a summary of GCSC's Whistleblowing Policy for quick reference. It does not replace the full policy, Swim England's Wavepower policy, or GCSC's wider Welfare and Safeguarding procedures.