

## Whistleblowing Policy

### Internal Enquiries and Suspension

The Policy and Procedure applies to all employees working for the Herts Sports Partnership, (under the employment of the University of Hertfordshire).

This procedure enables staff and volunteers to share, in confidence with the HSP Director or other members of the Management Team (Club, Coach and Sports Development Manager or Business Development Manager), concerns they may have about a colleague's behaviour. This may be behaviour not linked to child abuse but that pushes the boundaries beyond acceptable limits. If this is consistently ignored a culture may develop within an organisation whereby staff and young people are 'silenced'

The HSP will provide support and protection for whistle-blowers. While it is often difficult to express concerns about colleagues, it is important that these concerns are communicated to the designated person if they become aware of anything that makes them feel uncomfortable.

The appropriate member of staff will contact the host agency's Human Resources Officer (University of Hertfordshire) to make an immediate decision about whether an individual accused of abuse should be temporarily suspended; the complaint will be referred to the Local Area Designated Officer (LADO) who will make any referral decisions.

Irrespective of the findings of the referral, the host agency will assess all individual cases to decide whether a member of staff should be reinstated and how this can be sensitively handled. This may be a difficult decision; particularly where there is insufficient evidence to uphold any action by the police. In such cases, University of Hertfordshire senior management must reach a decision based upon the available information which could suggest that on a balance of probability; it is more likely than not that the allegation is true. The welfare of children should always remain paramount.