

**Surf Lifesaving Association of Wales - Appendix 33**  
**SLSA Wales Whistleblowing Policy**

Child Safeguarding is the process of protecting children from abuse and neglect. It is important for all adults to be aware of the signs of abuse and neglect and to know how to report it. One way to protect children is to have a whistleblowing policy in place. This policy should encourage people to report any concerns they have about a child's safety or wellbeing.

**Objective**

To provide a mechanism to report instances of concern, actual or suspected, that go against SLSA Wales Safeguarding policy.

To provide an impartial and fair avenue to raise concerns / make protected disclosures and seek their redressal

**Protection from Retaliation**

Complete protection for whistle-blowers against victimisation, retaliation and intimidation. Disciplinary action or demotion

**Clear and concise reporting procedures**

If you have a concern about a child, member, coach, official, volunteer or anyone working under the umbrella of SLSA Wales please either

Complete Appendix 6 – Incident Report Form

Speak to your Club Safeguarding Officer or member of the clubs committee

Contact the Lead Safeguarding Officer on [safeguarding@slsawales.org.uk](mailto:safeguarding@slsawales.org.uk)

**Confidentiality**

Protection of whistle-blowers whereby their identities should not be revealed without their consent

**Investigation of Reports**

Reports of child abuse and neglect will be investigated in a timely and thorough manner following SLSA Wales investigation procedures

- A case file will be opened and all information pertaining to the investigation will be collected in chronological order and dated.
- Key parties will be invited to contribute their understanding of events.
- Once all investigations have been completed the LSO will assemble a Case Management Group who will review the case and decide as to any outcomes, penalties or sanctions.

**Follow-up and support**

- The LSO will provide key parties with the outcome.
- The LSO will monitor any actions to be taken and ensure their completion.
- The LSO working with the CSO will signpost / provider support where needed or necessary