HARINGEY HEAT BASKETBALL CLUB (CIC)

Whistleblowing Policy

V2.0 — Updated May 2026

Introduction

Haringey Heat Basketball Club is committed to being open, honest and accountable. We encourage a free and open culture in its dealings between the Directors and those working with Haringey Heat Basketball Club, both employees and volunteers.

This policy aims to help Directors and employees/volunteers to raise any serious concerns they may have about colleagues or the organisation with confidence and without having to worry about being victimised, discriminated against or disadvantaged in any way as a result.

It is written in the context of the Public Interest Disclosure Act 1998 (as amended) which protects employees who raise concerns about malpractices within their organisation.

What Types of Concerns Does This Policy Cover?

This policy is intended to deal with serious or sensitive concerns about wrongdoings such as:

- A criminal offence
- A failure to comply with any legal obligation
- A failure in the protection of children or vulnerable adults
- A miscarriage of justice
- A health and safety risk to an individual
- Damage to the environment
- Concealment of any of the above

It is not necessary for individuals raising a concern to prove that the wrongdoing has occurred or is likely to occur. However, if an individual knowingly or maliciously makes an untrue allegation, Haringey Heat Basketball Club will take appropriate disciplinary action against them. This may constitute gross misconduct.

This policy does not deal with complaints staff may have about their own employment — these should be dealt with through the Grievance Procedure. Volunteers should raise complaints through the Volunteer Complaints Procedure. Service users should use the Complaints Policy.

How to Raise a Concern

The officer designated to handle whistleblowing concerns is Nikki Distras (Club Secretary), who shall be known as the Whistleblowing Officer. Contact: haringeyheatbasketball@outlook.com | 07814 076541.

Individuals should, in most cases, first report their concern to their line manager, who is expected to respond. If the matter concerns the line manager, or they cannot resolve it, it should be referred directly to the Whistleblowing Officer. If the matter concerns the Whistleblowing Officer, it should be raised with the Board of Directors.

Individuals are encouraged to raise concerns in writing where possible, setting out the background and history (giving names, dates and places) and the reasons for their concern.

Independent Advice

If an individual is unsure whether to use this procedure or wants independent advice, they may contact:

- Protect (formerly Public Concern at Work) — whistleblowing advice charity: protect-advice.org.uk | 020 3117 2520
- Their trade union representative (if applicable)

- A legal advisor — disclosures made in the course of obtaining legal advice are protected under the Public Interest Disclosure Act

Protection for the Person Raising a Concern

If an individual raises a concern which they reasonably and genuinely believe to be true, Haringey Heat Basketball Club will take appropriate action to protect them from any harassment, victimisation or bullying. Employees who raise a genuine concern under this policy will not be at risk of losing their position.

The matter will be treated confidentially if requested, and the individual's identity will not be revealed without their permission unless required by law.

Anonymous Concerns

Concerns raised anonymously are more difficult to investigate effectively, but the Whistleblowing Officer will consider the matter taking into account the seriousness of the issue, the credibility of the concern, and whether an investigation can be carried out based on the information provided.

How We Will Deal with the Concern

The concern may be investigated by the Whistleblowing Officer, the Board of Directors, through the disciplinary process, or referred to the police, social services, an external auditor or independent investigator. Haringey Heat Basketball Club will provide feedback on the progress and outcome of any investigation wherever possible.

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Approved by the Board of Directors, May 2026

Nikki Distras, Club Secretary

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