

WHISTLEBLOWING POLICY



1. About this policy

- 1.1 We are committed to managing the sport of Ice Hockey (and all the associated tasks and functions) with honesty and integrity and we expect everyone involved with our sport to maintain high standards. Any suspected wrongdoing should be reported as soon as possible.
- 1.2 This policy covers all people involved with the sport of Ice Hockey throughout the UK.
- 1.3 This policy does not form part of any employee's contract of employment, and we may amend it at any time.

2. What is whistleblowing?

- 2.1 Whistleblowing is the reporting of suspected wrongdoing or dangers in relation to our activities. This includes cheating, doping, betting on the outcome of games that a person is in a position to influence, bribery, fraud, or other criminal activity, safeguarding and health and safety risks, damage to the environment and any breach of legal or professional obligations, including any ethical standards imposed on coaches or anyone else, and suspected breaches of IHUK's Diversity, Equality and Inclusion Policy.

3. How to raise a concern

- 3.1 You should raise any concerns that you have with the CEO of IHUK.
- 3.2 If your concerns relate to the CEO or the Chair of IHUK you should raise these with the Senior Independent Director and Whistleblowing Champion for IHUK. Contact details are shared at the end of this policy.
- 3.3 We will arrange a meeting with you as soon as possible to discuss your concern. You may bring a friend or colleague to any meetings under this policy. Your companion must respect the confidentiality of your disclosure and any subsequent investigation.

4. Confidentiality

- 4.1 We hope that everyone will feel able to voice whistleblowing concerns openly under this policy. Completely anonymous disclosures are difficult to investigate. If you want to raise your concern confidentially, we will make every effort to keep your identity secret and only reveal it where necessary to those involved in investigating your concern.

5. External disclosures

- 5.1 The aim of this policy is to provide an internal mechanism for reporting, investigating, and remedying any wrongdoing in the workplace. In most cases you should not find it necessary to alert anyone externally.

5.2 The law recognises that in some circumstances it may be appropriate for you to report your concerns to an external body such as a regulator. We strongly encourage you to seek advice before reporting a concern to anyone external. ‘Protect’ is a registered charity that operates a confidential helpline and can provide advice to whistleblowers. Their contact details are at the end of this policy. Note that ‘Protect’ will only advise ‘workers’, but the definition of a ‘worker’ is wider than employee and may include officials and volunteers providing a service to the sport.

6. Protection and support for whistleblowers

6.1 We aim to encourage openness and will support whistleblowers who raise genuine concerns under this policy, even if they turn out to be mistaken.

6.2 Whistleblowers must not suffer any detrimental treatment as a result of raising a genuine concern. If you believe that you have suffered any such treatment, you should inform [the Whistleblowing Officer or the IHUK CEO immediately.

6.3 You must not threaten or retaliate against whistleblowers in any way. If you are involved in such conduct, you may be subject to disciplinary action. In some cases, the whistleblower could have a right to sue you personally for compensation in an employment tribunal.

6.4 However, if we conclude that a whistleblower has made false allegations maliciously, the whistleblower may be subject to disciplinary action.

7. Contacts

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