



Whistleblowing Policy

Introduction

Survive and Save Training wishes to conduct all business with integrity at all times. Survive and Save Training actively encourages the reporting of any working practices that are dangerous, illegal, unethical or fraudulent and to protect those reporting these.

Survive and Save Training understands that at times things go wrong and mistakes can be made. A culture of reporting and transparency in such instances is encouraged so that immediate action can be taken to remedy any mistakes or wrong doing and that policies, procedures and practices can be amended to ensure future appropriateness.

Scope of Policy

Whistleblowing is making a disclosure that is in the public interest. This may include but not exclusively:

- putting someone's health and safety is in danger
- damaging the environment
- a criminal offence
- the organisation isn't obeying the law
- the organisation is not meeting regulatory requirements set by Ofqual
- covering up wrongdoing

A whistleblower is protected by the law and will not be treated detrimentally or dismissed as long as the reporting is in good faith, not malicious or for personal gain. A whistleblower is not expected to investigate any potential wrong doing but to refer it to Survive and Save Training for further investigation.

Procedure

1. Where a whistleblowing incident occurs then it should be reported to the Company Director. The following information will be required:
 - a. Course name, venue and dates, where applicable
 - b. Details of those involved
 - c. What the incident being report is
 - d. What action if any was taken at the time
 - e. Your name and contact details
2. All whistleblowing will be handled confidentially and ensure the protection of the person whistleblowing.
3. All reports of potential wrong-doing will be treated seriously.
4. The report will be promptly and fairly investigated by a named investigating officer, who will have no previous involvement with the incident.
5. The investigating officer will carry out an investigation. The whistle blower may be interviewed and asked to provide a written witness statement setting out the nature and details of the report and the basis for it.
6. The length and scope of the investigation will depend on the subject matter of the whistleblowing. A specific time frame is not stated given the potential diversity of reports. Expected timeframes for investigations will be provided on receipt of a report.
7. Once the investigation has been completed, the whistleblower will be informed in writing of the outcome, together with our conclusions and decisions in a timely manner. However, the



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need for confidentiality may mean they are not given specific details of the investigation or actions taken.

8. Survive and Save Training may on completion of the investigation report the matter to appropriate external agencies including the relevant awarding organisation and Ofqual.
9. Where the concern has not been addressed by Survive and Save Training it is possible to raise the concern with the relevant awarding organisation:
 - a. Swim England Qualifications at <https://swimenglandqualifications.com/whistleblowing/>
 - b. RLSS UK at <https://www.rlss.org.uk/complaints-concerns-feedback-policy>

Whistleblowing reports should be addressed to:

Company Director
Survive and Save Training Ltd
37 Lankers Drive
North Harrow
Middlesex HA2 7PA
Telephone: (020) 8429 3905
mailto: enquiry@surviveandsave-training.org

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