



Whistleblowing Policy

If Something Isn't Right

You should speak with a committee officer or consult our **grievance policy**.

Should the issue be with the committee as a whole, or it feels right that the concern should be dealt with externally then you should seek advice from [Citizens Advice](#), [Protect Advice Line](#), the [Charity Commission](#).

Further Reading

Documents: **Code of Conduct, Disciplinary Policy**

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Introduction

Whistleblowing is the disclosure of information regarding suspected wrongdoing or danger. This can include, but is not limited to; criminal activity, health & safety violations, risk of damage to property, breaching one of our policies, acting in a way that would put the society in disrepute, or the wilful concealment of such matters.

BATS is committed to being a society which is accountable, has integrity, and is an open and safe environment for its members. We therefore actively encourage our members, regardless of their time served with the society, to have the confidence to speak up without fear of reprisals when something isn't right.

Deciding Whether to Report Something

You should report your concern if you have reasonable, credible evidence of something that isn't right. You'll need to decide if your concern is in the interests of the society – for example, if a choreographer is refusing to let you warm up before you rehearse, this may be a health and safety concern and would be in the best interest of the society to resolve; whereas, if you personally don't agree with how the choreography is being taught then this would most likely be seen as a grievance and you should follow our grievance policy.

The Reporting Process

You are a witness, not an investigator. If you believe that you have evidence which reasonably shows that your concerns are credible, then you should report your concern directly to the Safeguarding Officer.

Whether you provide your report verbally or in writing, you should include as much factual detail as possible.

Should the issue be about the Safeguarding Officer, you should take your concern to another member of the committee.

Should the issue be with the committee as a whole, or it feels right that the concern should be dealt with externally then you should seek advice from [Citizens Advice](#), [Protect Advice Line](#), the [Charity Commission](#).

The Investigation Procedure

All concerns raised will be investigated promptly and thoroughly by the Safeguarding Officer or another member of the committee where the concern is about the Safeguarding Officer.

The investigator will conduct their investigation with care, compassion, and in confidence – making every effort not to reveal the identity of witnesses should they wish for anonymity. It is not always possible to guarantee anonymity if someone is called to be a witness.

The investigator will make a report for the committee to discuss and decide on an appropriate course of action.

Protection for Whistleblowers

Raising a genuine concern in good faith will not make you subject to detriment or disadvantage as a result – even if the concern proves to be unfounded. Any member who retaliates against, or victimises, you will be subject to disciplinary action.

This whistleblowing policy does not protect those who knowingly make a false allegation. Knowingly making a false accusation will be seen as gross misconduct by the committee and will result in disciplinary action being taken.