

## **Belbroughton CC Whistle Blowing Policy**

This policy reflects the ECB's guidance for cricket clubs to be committed to maintaining a culture where it is safe and acceptable for all those involved in cricket to raise concerns about unacceptable practice and misconduct.

Members\* and Guests\* of Belbroughton Cricket Club ("the Club") are required to comply with the provisions of this policy and any subsequent updated version as may be in force from time to time.

By their presence at the Club's ground or premises or at Club events or activities Members and Guests are deemed to have accepted and agreed to comply with the provisions of this policy and any other codes of conduct, rules or regulations the Club has adopted.

\*For the purposes of this policy the term "Members and Guests" include all members, officers and volunteers of the Club, all guests of such members, officers or volunteers and all individuals who watch, attend, participate or officiate in any match hosted by the Club in whatever capacity.

You must acknowledge your individual responsibilities to bring matters of concern to the attention of the relevant person within the Club, the Club Welfare Officer and/or relevant organisations or agencies such as the Worcestershire County Cricket Welfare Officer or the ECB where say the welfare of any child may be at risk.

The Club can assure all Members and Guests, including any individual involved in cricket at Belbroughton Cricket Club, who report their suspicions/allegations will be treated fairly and that all concerns will be properly considered. In cases where the suspicions prove to be unfounded, no action will be taken against those who report their suspicions/allegations, provided they acted in good faith and without malicious intent.

Please remember that the Public Interest Disclosure Act 1998 protects whistle blowers from victimisation, discipline or dismissal where they raise genuine concerns of misconduct or malpractice.

### **Reasons for whistle blowing**

You have a responsibility for raising concerns about unacceptable practice or behaviour:

- to prevent the problem worsening or widening
- to protect or reduce risk to others
- to prevent becoming implicated yourself

### **What happens after you have raised concerns about any unacceptable practice or behaviour**

- You should be given information on the nature and progress of any enquiries
- All concerns will be treated in confidence. During the process of investigating the matter, every effort will be made to keep the identity of those raising the concern unknown except to the minimum number of individuals practicable
- The Club's Welfare Officer, the Worcestershire County Cricket Welfare Officer and the ECB have a responsibility to protect you from harassment or victimisation
- No action will be taken against you if the concern proves to be unfounded and was raised in good faith
- Malicious allegations may be considered a disciplinary offence

## **Club Safeguarding Whistle Blowing Procedures**

Should suspicions be raised via a “tip off”, the person receiving the tip off should attempt to obtain the following information from the informant:

- Name, address and telephone number
- Names of individuals involved
- The manner of the alleged incident, incidents or circumstances
- Whether the informant will submit any evidence (if applicable)
- How the informant became aware of the nature of the allegation

UNDER NO CIRCUMSTANCES SHOULD YOU ATTEMPT TO DEAL WITH ANY ALLEGATION OR SUSPICION YOURSELF. YOU SHOULD INSTEAD INFORM the Club’s Welfare Officer , the Worcestershire County Cricket Welfare Officer or the ECB Safeguarding Team.

### **SPECIFICALLY, DO NOT:**

- Inform the person about whom the concern was raised
- Inform any other members, participants or employees other than the Club Welfare Officer
- Commence your own investigation
- Annotate or remove any evidence
- Delay in reporting the suspicion.

### **ALSO, DO NOT ASSUME:**

- “All is well, otherwise it would have been spotted earlier”
- “It doesn’t matter” or “no harm will arise”
- “Ignore it as it is not my responsibility”
- “Someone else must have reported it already”

### **Who do you tell?**

The first person you should report your suspicion or allegation to is the Club’s Welfare Officer.

If for any reason you cannot, or do not wish to report the matter to the Club’s Welfare Officer, you should refer the matter to the Worcestershire County Cricket Welfare Officer.

If for any reason you cannot, or do not wish to report the matter to the Club’s Welfare Officer or the Worcestershire County Cricket Welfare Officer, please contact the ECB Safeguarding Team by email on [safeguarding@ecb.co.uk](mailto:safeguarding@ecb.co.uk) or telephone 020 7432 1200.

Alternatively, you can also contact Public Concern at Work by telephone on 020 7404 6609 or via email [whistle@pcaw.org.uk](mailto:whistle@pcaw.org.uk)

### **Feedback**

The amount of feedback relating to the issue will vary depending on the nature and result of the investigations. However, where possible, any person who has raised concerns about unacceptable practice or behaviour will be kept informed of the progress and conclusion of investigations although

such a person may not be informed of the detail unless that person would need this information in order to safeguard any child.