SAINT ASAPH
CRICKET CLUB

WHISTLEBLOWING POLICY

Sharing your concerns promptly and with confidence

Saint Asaph Cricket Club is 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. You may be the first to recognise something is wrong but you may not feel able to express your concerns out of a belief that this would be disloyal to colleagues, or you may fear harassment, victimisation or disadvantage.

These feelings, however natural, must never result in a child or vulnerable person continuing to be unnecessarily at risk.

Remember, it is often the most vulnerable people who are targeted. These people need someone like you to safeguard their welfare. Those involved in the sport must acknowledge their individual responsibilities to bring matters of concern to the attention of the relevant people and/or agencies.

Although this can be difficult, it is particularly important where the welfare of the vulnerable may be at risk.

Saint Asaph Cricket Club assures all involved in cricket that they 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. 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

Each individual has 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 stops people from sharing concerns (whistle blowing?)

- Fear of starting a chain of events.
- Reluctance to disrupt work or training.
- Fear of getting it wrong.
- Fear of repercussions or damaging careers.
- Fear of not being believed.

What happens next?

- You should be given relevant information on the nature and progress of 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.
- Your Club Safeguarding Officer, County Safeguarding 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.

Saint Asaph Cricket Club Safeguarding Whistleblowing Procedures (sharing concerns promptly and with confidence)

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/s or circumstances.
- Whether they will submit any evidence (if applicable).
- How they became aware of the nature of the allegation.
- You should not attempt to deal with any allegation or suspicion yourself, rather inform your Club Safeguarding Officer or your County Safeguarding 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.
- Commence your own investigation.
- Annotate or remove evidence.
- Delay in reporting the suspicion.

NEVER 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 I tell?

The first person you should report your suspicion or allegation to is your Club Safeguarding Officer.

If for any reason you cannot, or do not wish to report the matter to your Club Safeguarding Officer, you should refer to your County Safeguarding Officer. If you cannot, or do not wish to, report the information to either of these, then please contact the ECB Safeguarding Team by email on safeguarding@ecb.co.uk or telephone 020 7432 1200.

Alternatively, you can also contact Public Concern at Work on 020 7404 6609 or 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, those who have raised concerns will be kept informed of the progress and conclusion of investigations, although they may not be informed of the detail unless they would need this information in order to safeguard children or vulnerable people.

Remember

If you are reading this policy and considering making a report, doing nothing should never be an option

Putting things in place

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