******

Addingham Cricket Club

Whistleblowing Policy

It is acceptable to raise concerns about unacceptable practice and misconduct. Everyone involved has a responsibility to raise any concerns. This may be difficult if the need arise to report a friend or colleague but the welfare of children is important.

**Reasons for whistleblowing**

* To prevent the problem worsening
* To protect or reduce risk to others
* To prevent becoming implicated yourself

**What stops people from whistleblowing?**

* Starting a chain of events that spiral
* Disrupting work or training
* Fear of getting it wrong
* Fear of repercussions or damaging careers
* Fear of not being believed

**Suspicions raised via a “tip-off”**

The person receiving the “tip-off” should still attempt to gain as much information as possible e.g. name and contact details, incident details/ evidence etc

Under no circumstances do you inform the person about whom the concern was raised, inform anyone else other than Club Safeguarding Officer (or County Welfare Officer), commence your own investigations, annotate or remove evidence or delay in reporting the suspicion

All concerns will be treated in confidence and must be reported the Club Safeguarding Officer. They have a duty to protect you and every effort will be made to protect your identity.

No action will be taken against you if the concern proves to be unfounded and was taken in good faith, but malicious allegations may be considered a disciplinary offence. If you feel you cannot, or do not wish to raise it with the Club Safeguarding Officer, then it should be referred to the County Welfare officer. Contact details on noticeboard.

April 2014

Updated April 2022