



## **Poloc Cricket Club whistleblowing statement**

### **Introduction**

The Public Interest Disclosure Act (1998) became law on 1 July 1999 and provides protection for individuals who "blow the whistle" on another employee, volunteer or manager. This would be when they believe an occurrence or a concealment of a criminal offence has occurred, a breach of legal obligation, a miscarriage of justice, or action which could result in danger to the health and safety of any person or damage to the environment.

To qualify for protection the accuser must generally have made the disclosure in good faith. They must have reasonable belief that the allegation and/or information disclosed is substantially true. They must be able to demonstrate that no personal gain will be obtained through the disclosure and that the subject could not have been discussed in any other way for fear of reprisal or concealment or destruction of evidence.

### **Introduction**

Poloc Cricket Club is committed to the highest standard of care, probity, openness and accountability.

A commitment to the highest standards of service requires that Poloc Cricket Club encourages all of its coaches, volunteers and others to come forward with serious concerns about any aspect of its work. It is recognised that in some cases employees and volunteers may wish to do this on a confidential basis and where possible they will be supported in doing so. There are, however, some situations which because of their seriousness, will have to be dealt with in such a way that the retaining of confidentiality is impossible.

The club will ensure that coaches and volunteers who come forward with serious concerns are not penalised.

This policy must be read alongside other policies such as the club's Child and Vulnerable Adult Protection Policy and appendices.

### **Whistleblowing**

If a member of the club or coach/volunteer, is concerned about something that they think is unacceptable and/or bad practice they should usually talk, in the first instance, to the person in charge.

If though they do not feel able to do so because, for example, they believe that the person in charge is involved in some way or is unlikely to take action about the concern(s) raised, they should contact a General Committee member of the club.

The club will treat concerns raised in this way seriously and will investigate them thoroughly and in whatever way seems most effective.

### **Procedure**

In most circumstances concerns should be raised with the person in charge at the club.

If this is not appropriate or possible individuals with concerns are invited to contact a General Committee member of the club.



## **Responding to whistleblowing**

In the first instance whistleblowers will receive a formal response to the concern(s) raised indicating how the matter will be dealt with and giving an estimate of how long it may take.

Some situations may be resolved promptly, others may require formal investigation.

Whistleblowers will be informed of the outcome and any steps that have been taken, subject to legal constraints and appropriate confidentiality.

## **Whistleblower protection**

Staff and volunteers may feel vulnerable if they raise concerns.

Whistleblowers will be treated, as will the person against whom they have raised the concern(s), with seriousness and respect.

If whistleblowers are prevented from making a confidential report or are victimised in any way such treatment will be viewed as a serious disciplinary offence.

If however allegations are malicious this will also be treated as a serious disciplinary offence.

## **Issues of concern**

It is impossible to be prescriptive about issues of concern but they may include:

- abuse and neglect of vulnerable club users (includes Sexual Offences (Amendment) Act 2000 Abuse of Trust);
- financial malpractice;
- corruption;
- discrimination; and/or
- bullying or victimisation of club users, staff or volunteers; and/or
- actions or behaviour likely to compromise the reputation of the club.

There may be other types of concerns more appropriately addressed through other procedures, such as the grievance or complaints procedure. If so whistleblowers will be advised appropriately.

## **Raising issues anonymously**

It is not appropriate to raise concerns anonymously. Anonymous concerns cannot be properly clarified and explored.

If anonymous concerns are raised they will not be dealt with under this policy.

Although concerns cannot be raised anonymously within this policy, it may be possible to deal with concerns raised confidentially subject to an initial investigation of the concern and whether other procedures, such as the disciplinary or grievance procedures, or a Police investigation, need to be invoked in which cases it may be impossible to conceal the source of information.

Whistleblowers will be supported through the process.

In some situations, such as disciplinary procedures, Child and Vulnerable Adult Protection procedures or a referral to the Police, whistleblowers may be required to make a formal statement and give witness evidence.