



Whistleblowing Policy

1. Whistleblowing

Whistleblowing is when someone raises a concern about a dangerous or illegal activity or any wrongdoing within the club. CWLTC is determined that the life of the club is regulated in an open and transparent way, as regards safeguarding and all other aspects of the running of the club.

2. How to Raise a Concern

Any concerns about a child or adult at risk or allegations about an adult who works with children or adults at risk should be progressed under the relevant policies -

- Safeguarding Policy
- Supervision Policy
- Photography Policy
- Recruitment Policy

Anyone who has concerns that they or someone else is being discriminated against or has been a victim of discriminatory language or behaviour should progress that concern under the Diversity and Inclusion Policy.

Our club Welfare Officer is able to give confidential advice on what to do if needed.

This Whistleblowing Policy covers any case where it is believed that these policies are not being correctly followed or if any other form of wrongdoing is believed to have taken place. In the first instance raise the concern with the club Welfare Officer, or other appropriate Committee member. If the allegation is about the club Welfare Officer, the Chair or a senior member of the committee should be informed. If you are still concerned after these steps then you should take legal advice on your appropriate course of action and legal protection to which you may be entitled.

3. How the club will respond

All concerns raised by a whistleblower about the well-being of a child or an adult at risk or about any other issue will be taken seriously and every effort will be made to deal with each concern fairly, quickly and proportionately.

The club will follow the same procedures as in our Complaints Policy. The club's Management Committee will appoint an ad-hoc sub-committee (a Whistleblowing sub-committee) of three of its members to consider the matter. Its decision can be appealed as in the Complaints Policy.

If the whistleblower does not believe that safeguarding-related concerns have been dealt with appropriately and wishes to speak to someone outside the club or the LTA Safeguarding Team, the NSPCC Whistleblowing advice line should be contacted on 0800 028 0285 or by emailing help@nspcc.org.uk.



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4. Confidentiality & Support

- a) All concerns will be treated in strictest confidence by all concerned. The club will protect the identity of whistleblowers as much as possible. The club will not tolerate any harassment, victimisation or unfair treatment of, and will take appropriate action to protect, whistleblowers when they raise a concern in good faith.
- b) However, particularly in the context of safeguarding concerns, it may be that an investigation process may reveal the source of the information, even if the identity of the whistleblower is kept anonymous.
- c) All staff/volunteers involved in any related investigations must maintain confidentiality during and after the conclusion.
- d) The club will take steps to minimise any difficulties and provide appropriate support and advice to staff/volunteers passing on concerns.
- e) Depending on the nature of the concerns and the subsequent type of investigation the whistleblower will be updated appropriately.
- f) All involved will attempt to ensure that any allegation is dealt with fairly, quickly, proportionately and consistently in a way that provides effective protection for the child or adult at risk and at the same time supports the person who is subject to the allegation and the person bringing the concern to the attention of the club.
- g) Organisations who can provide support include:
 - a. Samaritans - <https://www.samaritans.org/>
 - b. Mind - <https://www.mind.org.uk>
 - c. Sporting Chance - <https://www.sportingchanceclinic.com/>
 - d. Club Welfare Officer - Valerie Jermy (welfare@coombewoodltc.co.uk)
 - e. Local Authority
 - f. General Practitioner (GP)