Safeguarding Whistle Blowing Policy – Staff

Gloucestershire Cricket 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 an individual continuing to be unnecessarily at risk. Remember, it is often the most vulnerable who are targeted.

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 children or vulnerable adults may be at risk.

Gloucestershire Cricket is confident that those involved 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 themselves

What stops people from whistle blowing?

- Starting a chain of events which is beyond their control.
- Disrupting work, training or professional relationships
- Fear of getting it wrong and making situation worse
- Fear of repercussions or damaging careers
- Fear of not being believed

What happens next?

- 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.
- Anyone reporting concerns should be given information on the nature and progress of any enquiries.
- The Safeguarding Lead and the ECB have a responsibility to protect you from harassment or victimisation.

- No action will be taken against the reporter if the concern proves to be unfounded and the concerns raised in good faith.
- However, malicious allegations may be considered a disciplinary offence.

Gloucestershire Cricket 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/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 just inform your Safeguarding Lead 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 reporting the information

Who can you speak to?

The first person you should report your suspicion or allegation to is the Safeguarding Lead, John Peplow on **safeguarding@glosccc.co.uk**
07768552639.

If you cannot or do not wish to report to the Safeguarding Officer please contact the ECB Safeguarding Team by email on safeguarding@ecb.co.uk or telephone 020 7432 1200.

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.