

# Whistleblowing

## Long Melford Cricket Club

Meeting Field  
Long Melford  
Suffolk  
CO10 9JZ



<b>POLICY NAME</b>	Whistleblowing		
<b>EFFECTIVE DATE</b>	1/3/2022	<b>DATE OF LAST REVISION</b>	<b>VERSION NO.</b> 1
<b>ADMINISTRATOR RESPONSIBLE</b>	Committee		

VERSION HISTORY				
VERSION	APPROVED BY	REVISION DATE	DESCRIPTION OF CHANGE	AUTHOR

**IF A CHILD IS AT IMMEDIATE RISK DO NOT HESITATE TO CALL THE POLICE ON 999**

## INTRODUCTION

LMCC is committed to maintaining a culture where it is safe, acceptable, for all those involved in cricket to raise concerns about unacceptable practice and misconduct.

You may be the first to recognize something is wrong but you may not feel able to express your concerns out of a belief that this would be disloyal to others, or you may fear harassment, victimisation or disadvantage. These feelings, however natural, must never result in a child continuing to be unnecessarily at risk, remember, it is often the most vulnerable children who are targeted. These children need someone like you to safeguard their welfare.

Those involved in the sport must acknowledge their individual responsibilities to bring matters of concerns to the attention of the relevant people, and /or agencies. Although this can be difficult, it is particularly important where the welfare of children may be at risk.

LMCC 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 or 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 whistle blowing?**

- Fear of starting a chain of events which spirals.
- Fear of disrupting work or training.
- Fear of getting it wrong.
- Fear of not being believed. What happens next?

## **Whistle blowers should never worry:**

- You should be given information on the nature and progress of any 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 necessary.
- LMCC, Suffolk cricket limited strategic board, 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 concerns prove to be unfounded as was raised in good faith.
- Malicious allegation may be considered a disciplinary offence.

## **LMCCs Safeguarding whistle blowing procedure**

- Should suspicions be raised via a 'tip off', the person receiving the tip off should attempt to obtain the following information from the informant:
  - a) Name, address and telephone number.
  - b) Names of individuals involved.
  - c) The manner of the alleged incident(s). or circumstances.
  - d) Whether they will submit any evidence (if applicable).
  - e) How they became aware of the nature of the allegation.
- You should not attempt to deal with any allegation or suspicion yourself, but rather inform the clubs welfare officer, if not then 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, or participants.
- Commence your own investigation.
- Annotate or remove evidence.
- Delay in reporting the suspicion.

**Also do not assume:**

- 'All is well, otherwise it would have been spotted earlier'.
- 'It doesn't matter', or 'no harm will arise'.
- 'It is not my responsibility (and therefore I should ignore it)'.
- 'Someone else must have reported it already'.

**Whom do I tell?**

The first person you should report your suspicion or allegations to is the Club welfare officer 'Shelley Davey [jsidavey27@gmail.com](mailto:jsidavey27@gmail.com), or the county safeguarding officer. If for any reason you cannot or do not wish to report the matter either of these, then please contact the ECB Safeguarding Team by email on [safeguarding@ecb.co.uk](mailto:safeguarding@ecb.co.uk) or telephone on 020 7432 1200.

**Feedback**

The amount of feedback relating to the issue will vary depending on the nature and result of the investigation. 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 need this information in order to safeguard children.

Welfare officer – Shelley Davey [jsidavey27@gmail.com](mailto:jsidavey27@gmail.com) 07523375129

County Safeguarding Officer – Graham Moss [gross@suffolkcricket.org](mailto:gross@suffolkcricket.org)

County deputy Safeguarding Officer – Andy Northcote [anirthcote@suffolkcricket.org](mailto:anirthcote@suffolkcricket.org)