

Policy Name:	Whistle Blowing Policy
Policy Owner:	Chief Executive
Policy Scope:	All Kent Cricket Activities
Policy Approver:	General Committee
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Kent Cricket Whistle Blowing Policy Statement

Kent Cricket Whistle Blowing Policy

Kent Cricket is committed to developing a culture where it is safe and acceptable for all those involved in our sport to raise concerns about unacceptable practice and misconduct. Whistle blowing can involve sharing potentially vital information about health and safety risks, environmental factors, fraud, harm of children or adults at risk, or covering up for someone. It is the duty of everyone within Kent Cricket to speak up about genuine concerns and disclose them.

This Policy applies to all Kent Cricket employees, volunteers, coaches, players, clubs and committees.

Kent Cricket will not tolerate bullying, harassment or victimisation of anyone who raises a genuine concern. Personal grievances (for example bullying, harassment, discrimination or how you have been treated as part of a disciplinary procedure) are not covered by whistleblowing law, unless your particular case is in the public interest. These matters should be raised under the club or Kent Cricket Grievance procedure, Complaints Procedure or Disciplinary Procedure if it relates to disciplinary issues.

This Policy should be read in conjunction with the Kent Cricket Disciplinary Policy.

What is Whistle blowing?

Whistle blowing encourages and enables employees, volunteers and others to raise serious issues within the organisation, rather than overlooking a problem or “blowing the whistle” outside. The whistle blower must believe they are acting in the public interest.

It is important to have procedures and a culture that enables employees, volunteers and others to share, in confidence with a designated person (normally a Club Welfare Officer, Kent County Safeguarding Officer or HR at Kent Cricket), concerns they may have.

This may be about criminal behaviour; a safeguarding or child or adult protection concern; organisational poor practice or incompetence, for example inadequate insurance or not complying with fire regulations or procedures; behaviour that pushes boundaries beyond acceptable limits, for example overtraining or coercion to train against medical advice. If this is

consistently ignored a culture may develop within an organisation whereby staff and young people are 'silenced'.

The concern may be about something that has happened in the past, is happening now, or that is likely to happen in the future. If you've seen, heard or suspect wrongdoing in your workplace, or know of a serious risk or accident 'waiting to happen', this should be passed on. Whistle blowers are witnesses to a malpractice and must not be penalised for any disclosure of information. In fact, certain categories of whistle blowers are protected by law.

Whistle blowing is not being disloyal to staff or participants as it is in the public interest to raise the concern.

Reasons for Whistle blowing

Everyone has a responsibility for raising concerns about unacceptable practice or behaviour:

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

What stops people from whistle blowing?

- Starting a chain of events which spiral
- Disrupting work or training
- Fear of getting it wrong
- Fear of repercussions or damaging careers
- Feeling of being disloyal to colleagues
- Fear of not being believed.

What should you do?

- If something is reported to you, try and record the following details:
- Name, address and telephone number of the informant
- Names of individuals involved
- The manner of the alleged incident or circumstances
- Whether they will submit any evidence (if applicable)
- How they became aware of the nature of the allegation
- Do not attempt to deal with the allegation or suspicion yourself.

Who should you tell?

- Contact Kent Cricket HR Department* - Email: equality@kentcricket.co.uk
- If you cannot refer the matter to the HR Department (for example if they are implicated) you should go direct to the Chief Executive at Kent Cricket: simon.storey@kentcricket.co.uk
- Club Members may wish to contact their Club Safeguarding Officer who will report it to the County Safeguarding Officer, where appropriate.
- You can also contact ECB direct using their reporting page: <https://www.ecb.co.uk/reporting-discrimination>

*Unless it is a child or adult protection concern in which case inform the County Safeguarding Officer – safeguarding@kentcricket.co.uk

Don't:

- Assume it doesn't matter, or no harm will arise, or ignore it as "it is not my responsibility"
- Inform the person about whom the concern was raised
- Commence your own investigation
- Inform any other members, participants employees or club members.

Do:

Report it without delay.

Confidentiality

Kent Cricket will treat all information confidentially and will only share it on a need-to-know basis. Where possible confidentiality will be maintained, although it must be stressed that in cases of fraud or criminal activity and in cases of child or adult protection concerns, it may not be possible to maintain strict confidentiality as concerns will need to be passed on to the appropriate statutory service.

Anyone handling confidential information where appropriate should use the "Seven Golden Rules to Information Sharing" as guidance, and this can be found on page 4 within the ["Information Sharing – Advice for Practitioners Providing Safeguarding Services to Children, Young People, Parents and Carers"](#).

What happens next?

Kent Cricket is fully supportive of whistle blowing for the sake of the child or other participants and will provide support and protect those who whistle blow. All concerns will be treated in confidence with information only passed on, on a need-to-know basis. Reports made in good faith, but which are later assessed as unfounded will not result in any action being taken against the reporter. However, persons reporting for malicious reasons may be subject to disciplinary proceedings.

Concerns will be looked into, and we aim to keep the whistle blower informed of the outcome if it is appropriate to do so. Some concerns may require reporting to external agencies.

If your concern falls outside the remit of Kent Cricket, your concern will be passed on appropriately.

Your consent will be sought prior to passing the concern on unless it is a criminal or child or adult protection offence.

Free Advice

If you are worried about reporting the matter to your club or Kent Cricket, or if you do not feel your club or Kent Cricket has handled the matter appropriately, you can contact Protect on 020 3117 2520 for more help and advice.

Protect work with organisations on improving their speak up arrangements and campaign for better legal protection of whistle blowers. Protect aims to make whistle blowing work for individuals, organisations and society.

[Protect - Speak up stop harm \(protect-advice.org.uk\)](https://protect-advice.org.uk)