



SAFEGUARDING WHISTLEBLOWING POLICY

DOCUMENT CONTROL			
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1. Introduction

1.1 Safeguarding children and adults at risk requires everyone to be committed to the highest possible standards of openness, integrity and accountability. As a club, we are committed to encouraging and maintaining a culture where people feel able to raise a genuine safeguarding concern and are confident that it will be taken seriously.

2. What is whistleblowing?

2.1 In the context of safeguarding, “whistle blowing” is when someone raises a concern about the well-being of a child or an adult at risk.

2.2 A whistleblower may be:

- a player
- a volunteer
- a coach
- other member of staff
- an official
- a parent
- a member of the public

3. How to raise a concern about a child or an adult at risk at the club

3.1 If a child or an adult at risk is in immediate danger or risk of harm, the police should be contacted by calling 999.

3.2 Where a child or an adult at risk is not in immediate danger, any concerns about their well-being should be made without delay to the Club Welfare Officer. The Club Welfare Officer will pass the details of the concern on to the LTA Safeguarding Team at the earliest opportunity and the relevant local authority and the police will be contacted, where appropriate.

3.3 If, however, the whistleblower does not feel comfortable raising a concern with the Club Welfare Officer, the whistleblower should contact the LTA Safeguarding Team directly on 020 8487 7000, the Local Authority Designated Officer (LADO) or the NSPCC on 0808 800 5000.

4. Information to include when raising a concern

4.1 The whistleblower should provide as much information as possible regarding the incident or circumstance which has given rise to the concern, including:

- their name and contact details (unless they wish to remain anonymous);
- names of individuals involved;
- date, time and location of incident/circumstance; and
- whether any witnesses were present.

5. **What happens next?**

- 5.1 All concerns raised by a whistleblower about the well-being of a child or an adult at risk will be taken seriously and every effort will be made to deal with each concern fairly, quickly and proportionately.
- 5.2 If the whistleblower does not believe that the concern has 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.

6. **Support and Confidentiality**

- 6.1 The club will not tolerate any harassment, victimisation or unfair treatment of whistleblowers when they raise a concern in good faith.
- 6.2 All concerns will be treated in strictest confidence by all concerned. The club will protect the identity of whistleblowers as much as possible.
- 6.3 All staff/volunteers involved in any related investigations must maintain confidentiality during and after the conclusion.
- 6.4 Depending on the nature of the concerns and the subsequent type of investigation the whistleblower will be updated appropriately.