

Cricket Wales

Whistle Blowing Policy

Cricket Wales are committed to maintaining a culture where it is safe, and acceptable, for all those involved in our game to raise concerns about unacceptable practice and misconduct.

It is recognised that any individual may be the first to recognise that something is wrong, and that they may not feel able to express their concerns out of a belief that this would be disloyal to colleagues, or for fear of harassment, victimisation or disadvantage.

These feelings, however natural, must never result in a child or vulnerable person continuing to be unnecessarily at risk. Remember, it is often these individuals who are targeted. The vulnerable rely on adults, their peers and senior leaders to safeguard their welfare. Those involved in our 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 the welfare of the vulnerable may be at risk.

Cricket Wales assures all involved in cricket that they will be treated fairly and that all concerns will be properly considered. In cases where suspicions prove to be unfounded, no action will be taken against those who report 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.

Cricket Wales, your County Welfare Officer, League Welfare Officer, Club Welfare Officer and the ECB have a responsibility to protect all those identifying issues within cricket. Should an individual make an allegation/referral in good faith, no action shall be taken should the concern prove to be unfounded.

There are many reasons why people may be afraid or anxious about 'blowing the whistle' on activities or behaviours that are inappropriate, poor practice or even damaging. Cricket Wales actively encourages everyone within its structure to identify and report such instances, whatever the level within the organisation.

Everyone has 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

Should an individual report an incident or concern, all referrals will be treated in confidence and they can expect to be kept up to date regarding the investigation of their concern on a regular basis.

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. It should be remembered however that the welfare of children is paramount (Children's Act 1989) and that if absolutely necessary, disclosure of details will be made – but not before the individuals involved are fully briefed in advance.

It is the responsibility of everyone within the Cricket Wales structure to report any information that indicates there is a risk to children or the vulnerable. Failure to do so would raise questions regarding the individual's integrity and honesty and may lead to disciplinary procedures.

There is no directive regarding where concerns must be directed. It is recognised that concerns may be at any level and as such individuals should consider the following options...

- If anyone has any welfare concerns relating to the work/activities of the Child Welfare team they should report them to the Child Welfare Director;
- Any welfare concerns relating to the work/activities of the Child Welfare Director should be reported to the Cricket Wales CEO or Chair;
- Any welfare concerns relating to the work/activities of the CEO should be reported to the Child Welfare Director;
- Any welfare concerns relating to the work/activities of the Chair or any Board Directors should be reported to the Child Welfare Director.

Contact details can be obtained from the Cricket Wales website...

www.cricketwales.org.uk

In addition, advice and guidance can be obtained elsewhere, including additional reporting mechanisms...

ECB Safeguarding Team safeguarding@ecb.co.uk 020 7432 1200

NSPCC Welsh Child Protection in Sport Unit Laura.Whapham@NSPCC.org.uk 02920 334975 or 07766 802832

NSPCC Child Protection in Sport Unit national <https://thecpsu.org.uk/> 0800 1111

Public Concern at Work on 020 7404 6609 or [whistle@pcaw.org.uk](http://whistle.pcaw.org.uk)

Remember, if you are reading this policy and considering making a report, doing nothing should never be an option.