

## WHISTLE BLOWING POLICY

### Definitions - In this Policy the following terms/expressions shall mean:

- the term “Surrey Cricket” encompasses *The Surrey County Cricket Club, Surrey Cricket Foundation and Kennington Oval Limited*
- the terms ‘child’, ‘children’ and “ young people” apply to anyone under the age of 18
- the term “adults considered at risk” applies to those adults who have additional care and support needs as defined by the Care Act 2014
- the term ‘parent’ applies to anyone with guardianship or caring responsibilities for a child
- the term ‘staff’ applies to coaches, team managers and all employees whether full or part time and volunteers working for and on behalf of Surrey Cricket
- the term ECB stands for the England and Wales Cricket Board
- the term “Safe Hands” refers to Cricket’s policy for safeguarding children.

### Statement of Intent

Surrey Cricket is committed to maintaining a culture where it is safe and encouraged for all those involved in cricket to raise concerns about unacceptable practice and misconduct.

### Sharing your concerns promptly and with confidence

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 your colleagues, or you may fear harassment, victimisation, or discrimination. These feelings, however natural, must never result in a child continuing to be put 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 responsibility to bring matters of concern to the attention of the relevant people and/or agencies. Although this can be difficult, it is particularly important when the welfare of children may be at risk.

Surrey Cricket assures all those involved in cricket that they will be treated fairly and that all concerns will be properly considered. In cases where suspicions and allegations 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 when they raise genuine concerns of misconduct or malpractice.

## Reasons for whistleblowing

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

What stops people from sharing concerns (whistle blowing?)

- To prevent the problem worsening or widening
- To protect or reduce risk to others.
- To prevent becoming implicated yourself
- Fear of starting a chain of events
- Reluctance to disrupt work or training.
- Fear of getting it wrong
- Fear of repercussions or damaging careers
- Fear of not being believed.

## What happens next?

- You should be given relevant information on the nature and progress of 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 anonymous except to the minimum number of individuals involved in the investigation.
- Surrey Cricket Safeguarding Officer and the ECB have a responsibility to protect you from harassment or victimisation.
- No action will be taken against you if the concern proves to be unfounded and was raised in good faith.
- Malicious allegations may be treated as a disciplinary offence.

Surrey Cricket's Safeguarding Whistleblowing Procedures aim to (share concerns promptly and with confidence)

Should suspicions be raised, the person receiving the "tip off" should attempt to obtain the following information from the informant:

- The informant's Name, address and telephone number
  - Names of the individuals involved.
  - The manner of the alleged incident/s or circumstances
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- 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, instead inform your Club Welfare Officer or your County Welfare Officer 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 in reporting the suspicion.

**NEVER assume:**

- "All is well, otherwise it would have been spotted earlier".
- "It doesn't matter" or "no harm will arise".
- "Ignore it as it is not my responsibility".
- "Someone else must have reported it already."

**Who do I tell?**

The first person you should report your suspicion or allegation to is Surrey Cricket Safeguarding Officer.

County Safeguarding Officer Heidi Langrish can be reached on [safeguarding@surreycricket.com](mailto:safeguarding@surreycricket.com) or by mobile on **07843977020**

If for any reason you cannot, or do not wish to report the matter to the Surrey Safeguarding Officer, you should contact the ECB Safeguarding Team by email on [safeguarding@ecb.co.uk](mailto:safeguarding@ecb.co.uk) or telephone 020 7432 1200.

Alternatively, you can also contact Public Concern at Work on 020 7404 6609 or [whistle@pcaw.org.uk](mailto:whistle@pcaw.org.uk) 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 specific details unless they would need this information in order to safeguard children.

Your allegation will be taken seriously and investigated promptly. You will be informed of the outcome of the investigation.

Should you be dissatisfied with the response you receive you should contact Public Concern at Work on 0207 404 6609 or [whistle@pcaw.org.uk](mailto:whistle@pcaw.org.uk)

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