

WHISTLEBLOWING POLICY

Whistleblowing:

Whistleblowing is when someone reports wrongdoing on the basis that it is in the public interest for the wrongdoing to be brought to light.

A whistleblower may be:

- A player
- A volunteer
- A coach
- Other member of staff
- An official
- A parent
- A member of the public

Whistleblowing can include:

- an organisation which doesn't have clear safeguarding procedures to follow
- concerns that aren't dealt with properly or may have been covered up
- concerns that were raised but haven't been acted upon
- worry that repercussions will arise when raising a safeguarding concern or allegation

This applies to incidents that happened in the past, are happening now, or may happen in the future.

How to raise a concern:

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**.
2. Where a child or an adult at risk is not in immediate danger, any concerns should be made without delay to our Welfare Officers **Stephanie Bryan and Roger Green** on **01225 425763** or safe@lansdownclub.co.uk
3. If the whistleblower does not wish to speak to someone within the venue or the LTA, the **NSPCC Whistleblowing advice line** can be contacted on **0800 028 0285** or by emailing help@nspcc.org.uk.
4. **Safecall** is an independent, confidential and, if required, anonymous reporting service provided by the LTA if there are serious concerns regarding any of the public interest areas below:

- Criminal offences, including fraud
- Failure to comply with a legal obligation
- Legal miscarriage of justice
- Endangering someone's health and safety
- Damage to the environment
- Covering up wrongdoing in any of the above categories

If the whistleblower feels that it is not appropriate to contact the LTA Safeguarding Team on the grounds of one of the above areas, they can contact Safecall via telephone on **0800 915 1571**. Calls are not recorded. Alternatively, a report can be made online: www.safecall.co.uk/report

Information to include when raising a concern:

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
- Whether any witnesses were present.

What happens next?

All concerns raised by a whistleblower will be taken seriously and every effort will be made to deal with each concern fairly, quickly and proportionately.

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.

Support:

Lansdown Tennis, Squash and Croquet Club will not tolerate any harassment, victimisation or unfair treatment of whistleblowers and will take appropriate action to protect them when they raise a concern in good faith.

This policy is reviewed every three years (or earlier if there is a change in national legislation).

Committee Approved

Date: 15th January 2025

Committee Review Date

Date: 15th January 2028