



Whistleblowing Policy

Purpose

This policy will set out how individuals can raise concerns about the safety and welfare of children, young people and vulnerable adults involved in St Ives Town Football Club. It will provide a method of raising concerns and how they can receive feedback on any action taken.

St Ives Town FC will ensure individuals will:

- Receive a response to their concerns.
- Be made aware of how to pursue the concern further if they are not satisfied with the response.
- Be re-assured that individuals will be protected from reprisals or victimisation for whistle blowing in good faith.

Scope

Everyone involved in activity carried out under the jurisdiction of St Ives Town Football Club are covered by this policy.

Policy Statement

Players, coaches, officials, parents or team followers are often the first to realise that a child's safety and welfare are under threat. However, they may not express their concerns because they feel that speaking up would be too difficult to handle. It may also be that they fear harassment or victimisation.

In these circumstances, it may be easier for them to ignore the concern rather than report what may just be a suspicion of poor practice.

St Ives Town Football Club would urge anyone to come forward and voice those concerns.

This policy details how individuals can raise a matter of concern without fear of victimisation, subsequent discrimination or disadvantage. The policy is intended



to encourage and enable individuals to raise serious concerns within St Ives Town FC rather than overlooking a problem or blowing the whistle outside.

It is in the interest of all concerned that disclosure of potential abuse or irregularities are dealt with properly, quickly and discreetly.

Safeguarding

St Ives Town FC realise that raising a concern and reporting allegations are often difficult to make through fear of reprisals from those responsible for the alleged poor practice.

If the individual believes what they say to be true and are not deemed to be malicious, St Ives Town Football Club will fully support the whistleblower and will not tolerate any bullying, harassment or victimisation whatsoever.

If this does occur, any perpetrators will be dealt with under Rochdale AFC's disciplinary policy/procedure resulting in possible expulsion from the club.

Confidentiality

St Ives Town FC will do its utmost to keep confidential the identity of a whistleblower. Should any allegations be made through whistleblowing it should be noted that a statement may be needed to form part of the evidence.

Should the whistleblower need to be identified or it becomes apparent that the whistleblower will be identified because of any subsequent investigation, notice will be given to the whistleblower, by the club's Welfare Officer (CWO) to which persons the identity disclosure will be made, with a chance to discuss any likely consequences.

Raising a Concern or Making an Allegation

Anyone wishing to raise a concern should do so either verbally or in writing to the Club Welfare Officer.

St Ives Town FC's Child Welfare Officer is **Marina Howlett** who can be contacted at

sitfcsecretary@aol.com or on 07951 760481.



The concern needs to be as specific as possible including any names, dates and locations where possible. The burden of proof does not lie with the person raising the concern.

Should any concerns or allegations be made, St Ives Town FC would encourage the whistle blower to put their name to the allegation.

Any concerns or allegations that are anonymous are much less powerful and are therefore much harder to prove.

Should St Ives Town FC receive any anonymous allegations these, of course, will be investigated. If, after the course of an investigation, it has been found that the concerns or allegations are untrue or have not been substantiated then no action will be taken against the whistle blower.

If, however, it is established that they have made malicious allegations, disciplinary action may be taken against them. In such cases, St Ives Town FC's disciplinary policy/procedure will apply.

All investigations will be undertaken by the Club Welfare Officer who may be supported by an appropriate member of the Youth Committee but in their stead an appropriate Board Director.

However, should you feel that you have not received a satisfactory response to your concern you can approach the following people/organisations:

Marina Howlett, Club Welfare Officer, St Ives Town FC

sifcsecretary@aol.com or 07951 760481

Rachel Mustill Assistant Welfare Officer

Sarah Hudson, Huntingdonshire FA County Football Association's Welfare Officer

safeguarding@huntsfa.com or 01480 447484 / 07377406678

Any adult or young person with concerns about a colleague can also use whistle-blowing by calling 0800 169 1863 and asking for The FA's safeguarding team, or via email on safeguarding@TheFA.com.

The FA/NSPCC Child Protection 24-Hour Helpline 0808 800 5000 or email help@nspcc.org.uk

www.FootballSafe@TheFA.com



Child Protection in Sport Unit via cpsu@nspcc.org.uk

Or by going direct to the Police and/or Social Services

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