



## **KCC Whistle Blowing Policy**

Knaresborough Cricket Club is committed to maintaining a culture where it is acceptable and safe for all those involved in cricket to raise concerns regarding misconduct and unacceptable practice. This policy provides information regarding whistle blowing; how to raise a concern about something you have seen, heard or noticed that worries you.

### **Should you report your concern?**

**Yes.** You have a responsibility to report your concern. It is natural to find it difficult to express concerns, you may worry that in doing so you are being disloyal to colleagues, you may fear harassment, victimisation or be disadvantaged. However, you may be the first to recognise that something is wrong, and these feelings, however natural, must never result in a person continuing to be unnecessarily at risk. It is often the most vulnerable people who are targeted. Although difficult, it is particularly important where the welfare of children is at risk that concerns be shared.

### **Commitment from the ECB**

The ECB assures that all involved in cricket, when reporting concerns, will be treated fairly and that all concerns will be properly considered. In cases where suspicions prove to 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 where they raise genuine concerns of misconduct or malpractice.

### **Why should you “whistle blow”?**

Everybody at KCC has a 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 yourself

Do not 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”

### **How should I raise a concern?**

You should normally report your concern or allegation to the Club Safeguarding officer. Our Safeguarding Officers’ details are;

Name- Kelly Ward

Email address - kellylward74@hotmail.com

Phone number - 07933 922556

Name - Kevin Townson

Email address - kevtow54@gmail.com

Phone number - 07468 567089

If for any reason you cannot, or do not wish to report the matter to either of the Club Safeguarding Officers, you should refer to the County Safeguarding Officer at YCB;

Email address - safeguarding@yorkshireccc.com

If you do not wish to contact the County Safeguarding Officer, you can contact the ECB safeguarding team by email [safeguarding@ecb.co.uk](mailto:safeguarding@ecb.co.uk) or telephone 020 7432 1200. Alternatively, you can contact Public Concern at Work on 020 7404 6609 or [whistle@pcaw.org.uk](mailto:whistle@pcaw.org.uk).

### **What happens next?**

You will be asked to provide information about the nature of your concerns with any supporting evidence. It will then be for the Club Safeguarding Officer or County Safeguarding Officer to take the matter forward. The person receiving your report will want to confirm the following information;

- Your name, address and telephone number

- Names of individuals involved
- The manner of the alleged incident(s) or circumstance(s)
- Whether you will submit any evidence (if applicable)
- How you became aware of the nature of the allegation

**Specifically do not;**

- Attempt to deal with any allegation or suspicion yourself, you must report it in line with the above guidelines for it to be dealt with
- Inform the person about whom the the concern was raised
- Inform any other members or participants
- Commence your own investigation
- Annotate or remove evidence
- Delay in reporting suspicion

**What happens when I have provided the information?**

All concerns will be treated in confidence. Your Club Safeguarding Officer, County Safeguarding Officer and the ECB have a responsibility to protect you from harassment or victimisation. During the process of investigating the matter, every effort will be made to keep your identity confidential. Where possible, you will be kept informed of the progress and conclusion of investigations. However, you may not be informed of the detail unless you need this information in order to safeguard children.

No action will be taken against you if the concern proves to be unfounded and was raised in good faith, however if there is evidence that you have made malicious allegations this may considered a disciplinary offence.

**Guidance for Club Officials who are approached with a tip off or allegation**

If someone approaches a club official and wishes to raise a concern with them, the person receiving the 'tip off' should attempt to obtain the following information from the informant;

- Name, address and telephone number of the informant
- Names of individuals involved
- The manner of the alleged incident(s) or circumstance(s)
- Whether the informant will submit any evidence (if applicable)
- How the informant became aware of the nature of the allegation

You should not attempt to deal with the allegation or suspicion yourself. Inform your Club Safeguarding Officer or your County Welfare Officer or the ECB safeguarding team, using the contact details above. They will then take the matter forward following the procedure set out above.

KW April 2025  
Review April 2026