



ALLEXTION & NEW PARKS FOOTBALL CLUB



**CHARTER STANDARD
COMMUNITY CLUB**

Whistle Blowing Policy

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Allextion & New Parks Football Club

Whistle Blowing Policy

Policy Overview

Allextion & New Parks Football Club has a culture of openness and accountability, and this policy is intended to encourage individuals to report any concerns or suspected wrongdoing as soon as possible, to provide guidance as to how to raise those concerns and to reassure that an individual can raise genuine concerns in good faith without fear of reprisals.

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Introduction

Allextion & New Parks Football Club is committed to conducting our business with honesty and integrity and we expect all concerned with the club to maintain the same high standards.

It is always possible however, for things to go wrong or for organisations to unknowingly harbour illegal or unethical conduct. This Football Club has a culture of openness and accountability, and this policy is intended to encourage the reporting of any concerns or suspected wrongdoing as soon as possible, to provide guidance as to how to raise those concerns and to reassure staff that they can raise genuine concerns in good faith without fear of reprisals.

Although disclosure may be made to certain public authorities, the Club's policy is that disclosures should be made in the first instance to the Club. We strongly recommend that you seek advice from the club before reporting a concern to anyone external.

Purpose

This policy sets out how individuals can raise concerns about the safety and welfare of young people or adults who participate or engage in any activities conducted under the name of Allextion & New Parks Football Club.

It will provide a method of raising concerns and will detail how feedback may be received in relation to any action(s) taken. Allextion & New Parks Football Club will aim to ensure that individuals:

- Get a response to their concerns.
- Are made aware of how to pursue the concern further if they are not satisfied with the response.
- Are reassured that individual's will be protected from reprisals or victimisation for whistleblowing in good faith.

Scope

Anyone involved in activity carried out under the jurisdiction of Allextion & New Parks Football Club is covered by this policy.

Policy Statement

Players, coaches, other employees, volunteers, officials, parents and / or team followers are often the first to recognise concerns which potentially compromise the welfare or safety of those engaged in our activities of any age.

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.

Allextion & New Parks Club would urge anyone to come forward and voice those concerns. If you have safeguarding or welfare concerns, doing nothing is never an option.

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 Allextion & New Parks Football Club rather than overlooking a problem or blowing the whistle outside.

It is in the interests of all concerned that disclosures of potential abuse or concerns are responded to and managed appropriately and without delay.

Safeguarding

Allextion & New Parks Football Club realise that raising a concern and reporting allegations is often difficult to do through fear of reprisals from those responsible for the alleged poor practice.

This policy is designed to offer protection to anyone who raises a concern provided the disclosure is made:

- In good faith
- If the individual believes what they say to be true, and are not intending / attempting to be malicious, even if the concerns subsequently are proven unfounded in these circumstances, Allextion & New Parks Football Club will fully support the whistle-blower and will not tolerate any bullying, harassment or victimisation whatsoever. If this does occur any perpetrators will be subject to Allextion & New Parks Football Club's disciplinary policy and procedures.

Confidentiality

Allextion & New Parks Football Club will do its utmost best to keep confidential the identity of a whistle-blower. Should any allegations be made through whistle blowing it should be noted that a statement may be needed to form part of the evidence.

Should the whistle-blower need to be identified for any reason or it becomes apparent that the whistle-blower will be identified because of any subsequent investigation, notice will be given to the whistle-blower, by a representative of Allextion & New Parks Football Club (usually the Club's Designated Safeguarding Officer) so that an opportunity is provided to discuss any likely consequences and support required.

Anonymous Allegations

This policy encourages individuals to put their name to any disclosures they make. Concerns expressed anonymously are much less credible and more difficult to investigate effectively, but they may be considered at the discretion of the Club. In exercising this discretion, the factors to be considered will include:

- The seriousness of the issues raised, and any potential safeguarding risks indicated
- The credibility of the concern
- The likelihood of confirming or clarifying the allegation from attributable sources
- Statutory agency advice e.g., LADO, Children's Social Care, or the Police

If anybody feels unable to disclose their identity this policy seeks to encourage them to report any safeguarding concern in good faith and through external agencies such as the NSPCC Helpline (0808 800 5000) if necessary, or the Leicestershire & Rutland FA by calling 0116 286 7828 option 1 or email safeguarding@leicestershirefa.com as set out in the Club's Safeguarding Children Policy.

Raising a Concern or Making an Allegation

Anyone wishing to raise a concern should do so either verbally or in writing to Allextion & New Parks Football Club's Welfare Officer. The concern needs to be as specific as possible including any names, dates, and locations (where possible).

The Club's Welfare Officer, Maurice Allen, can be contacted using the contact details held on the Club's Website and displayed in the foyer to the clubhouse.

The Club's Safeguarding Children Policy also provides the names and contact details of safeguarding and welfare staff across the Club's sites and for external agencies.

Should any concerns or allegations be made Allextion & New Parks Football Club would encourage the whistle-blower to put their name to the allegation. Any anonymous concerns / allegations are much less powerful and are therefore much harder to investigate as outlined above but all concerns shared will be taken seriously and investigated where possible.

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, Allextion & New Parks Football Club's Disciplinary Policy and Procedures will apply.

All investigations will initially be undertaken by the Club's Welfare Officer with support where appropriate from another Trustee and/or external statutory or safeguarding expertise. However, should you feel that you have not received a satisfactory response to your concern you can approach the following people or organisations:

- Leicestershire & Rutland County Football Association's Welfare Officer 0116 286 7828 option 1 or email safeguarding@leicestershirefa.com
- The FA / NSPCC Child Protection 24-Hour Helpline 0808 800 5000.
- Or by going directly to the Police and/or Social Service