

WHISTLEBLOWING POLICY



The Club is committed to developing a culture where it is safe and acceptable for all those involved in hockey to raise concerns about unacceptable practice and misconduct. You may be the first to recognise that something is wrong but you may not feel able to express your concerns out of a belief that this would be disloyal to colleagues or you may fear harassment, victimisation or disadvantage.

These feelings, however natural, must never result in a child continuing to be unnecessarily at risk. Remember that 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 responsibilities to bring matters of concern to the attention of senior management and/or relevant agencies. Although this can be difficult it is particularly important where the welfare of children may be at risk.

Whistle Blowing 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

You should not attempt to deal with any allegation or suspicion yourself, rather inform your Club Welfare Officer or Child Protection 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

What happens next?

- You should be given information on the nature and progress of any 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 unknown, except to the minimum number of individuals practicable
- Your Club Welfare Officer and the Club 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 considered a disciplinary offence.

Dated October 2021 by Richmond Hockey Club Committee