



## WHISTLEBLOWING POLICY

This policy is part of the suite of safeguarding policies aimed at ensuring Langside Sports Club fulfils its responsibility to safeguard children and adults at risk of harm and abuse.

Safeguarding children and adults at risk requires everyone to be committed to the highest possible standards of openness, integrity and accountability. As a Club, we are committed to encouraging and maintaining a culture where people feel able to raise a genuine safeguarding concern and are confident that it will be taken seriously.

### **What is whistleblowing?**

In the context of safeguarding, “whistleblowing” is when someone raises a concern about the well-being of a child or an adult at risk.

A whistleblower may be:

- a player
- a volunteer
- a coach
- other member of staff
- an official
- a parent
- a member of the public

### **How to raise a concern about a child or an adult at risk at the club**

If a child or an adult at risk is in immediate danger or risk of harm, the police should be contacted by calling 999.



Where a child or an adult at risk is not in immediate danger, any concerns about their well being should be made without delay to the Club Welfare Officer.

- **Email - [langsidescwelfare@gmail.com](mailto:langsidescwelfare@gmail.com)**
- **LSC - Anne Greer 07757391513**
- **Bowls - Emma Gordon 07950018577**
- **Cricket - Craig Greenwood 07723074985**
- **Cricket - Manish Gaikwad 07341716853**
- **Tennis- Caroline Doran 07957779417**

This includes concerns that a member of staff, volunteer or user of our facility has or may have:

- Behaved in a way that has harmed a child or may have harmed a child.
- Possibly committed a criminal offence against or related to a child.
- Behaved towards a child or children in a way that indicates that he / she would pose a risk of harm to children.

### **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 about the well-being of a child or an adult at risk will be taken seriously and every effort will be made to deal with each concern fairly, quickly and proportionately.



The Club Welfare Officer will contact the relevant governing body e.g. Bowls Scotland, Cricket Scotland or Tennis Scotland, and the Local Authority Designated Officer to discuss how the allegation should be investigated.

- If the concern does not match any of these criteria or, after consideration with the LADO or other appropriate agencies, it is agreed that the matter should be dealt with by internal processes the club will consult the relevant governing body to determine the most appropriate action.
  - If the concern is that the club has not followed appropriate safeguarding procedures or has not pressed other agencies where concerns about a child persists, the Welfare Officer should be approached to seek assurances that appropriate action will be taken.
  - If the whistleblower does not feel comfortable raising a concern with the Club Welfare Officer or feels that the concern has not been dealt with appropriately and wishes to speak to someone outside the club, the whistleblower should contact the relevant sport Safeguarding Team directly, the Local Authority Designated Officer (LADO) or the NSPCC Whistleblowing advice line on 0800 028 0285 or by emailing [help@nspcc.org.uk](mailto:help@nspcc.org.uk).
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- Bowls Scotland - 07711 424 193, 01292 294 623, [CPLO@bowlsscotland.com](mailto:CPLO@bowlsscotland.com)
  - Cricket Scotland - [childprotection@cricketscotland.com](mailto:childprotection@cricketscotland.com)
  - LTA (Tennis) - 020 8487 7000

### **Confidentiality & Support**

All concerns will be treated in strictest confidence by all concerned. The Club will protect the identity of whistle blowers as much as possible and will not tolerate any harassment, victimisation or unfair treatment of the whistleblower when they raise a concern in good faith.



However particularly in the context of safeguarding concerns it may be that an investigation process may reveal the source of the information, even if the identity of the whistle blower is kept anonymous. All staff / volunteers involved in any related investigations must maintain confidentiality during and after the conclusion.

The Club will take steps to minimise any difficulties and provide appropriate support and advice to staff / volunteers passing on concerns. Depending on the nature of the concerns and the subsequent type of investigation the whistleblower will be updated appropriately.

All involved will attempt to ensure that any allegation is dealt with fairly, quickly, proportionately and consistently in a way that provides effective protection for the child and at the same time supports the person who is subject to the allegation and the person bringing the concern to the attention of the Club.

### **Approval**

This Whistleblowing Policy has been approved by:

Board of Trustees Date: 29.05.24

Welfare Officer: Anne Greer Date: 29.05.24

### **Review**

This policy will be reviewed every three years, or earlier if there is a change in national legislation and/or guidance.