



Larkhall Athletic Football Club 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 Larkhall Athletic Football Club.

It will provide a method of raising concerns and how they can receive feedback on any action taken. Larkhall Athletic 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 Larkhall Athletic 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. Larkhall Athletic 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** Larkhall Athletic 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

Larkhall Athletic 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 Larkhall Athletic 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 Larkhall Athletics' disciplinary policy/procedure resulting in possible expulsion from the club.



Confidentiality

Larkhall Athletic will do its utmost best 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 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 CWO. The concern needs to be as specific as possible including any names, dates and locations where possible. The CWO can be contacted either by phone or through email details of which are located on our website www.larkhallathletic.com

Should any concerns or allegations be made Larkhall Athletic would encourage the whistleblower 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 Larkhall Athletic 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 whistleblower. If, however, it is established that they have made malicious allegations disciplinary action may be taken against them. In such cases, Larkhall Athletics' disciplinary policy/procedure will apply.

All investigations will be undertaken by the CWO who may be supported by an appropriate member of the Senior Management Team. However, should you feel that you have not received a satisfactory response to your concern you can approach the following people/organisations

- Larkhall Athletic Club Chairman, Richard Stone (contact details available on website)
- Somerset FA County Football Association's Welfare Officer Nikki Neave Tel: 01458 832359, Mobile: 07825 653372 , E-mail: Nikki.neave@somersetfa.com
- The FA Child Protection Team on 0207 745 4771 or by writing to The FA Case Manager, The Football Association, 25 Soho Square, London W1D 4FA
- The FA/NSPCC Child Protection 24-Hour Helpline 0808 800 5000
- Or by going direct to the Police and/or Social Services

Review

This policy will be reviewed every year in line with the Larkhall Athletic Football Club Quality Schedule

Approval

This procedure was approved by Executive Management Team, November 2010