



Sidmouth Cricket, Tennis and Croquet Club

Whistleblowing Policy

1. Policy Statement

SCTCC is committed to the highest standards of openness, integrity, and accountability. Members, volunteers, staff, players, parents, and trustees should feel able to raise concerns about wrongdoing, risk, or malpractice without fear of victimisation. This policy provides a framework for reporting serious concerns in a safe and responsible way.

2. Purpose of this Policy

The aims of this policy are to:

- Encourage people to raise genuine concerns whenever, and as soon as, they arise.
- Provide clear channels for reporting.
- Protect whistleblowers from retaliation.
- Ensure concerns are investigated fairly, consistently, and promptly.

3. What is Whistleblowing?

Whistleblowing is when someone raises a genuine concern about:

- Safeguarding: risk of harm or abuse to a child or adult at risk.
- Financial Mismanagement: fraud, theft, misuse of funds, or unauthorised payments.
- Health & Safety: unsafe practices or risk of serious injury.
- Discrimination, Abuse, Bullying, or Harassment within SCTCC.
- Criminal Activity or breach of legal obligations.
- Breach of Club Policies or National Governing Body ("NGB") i.e. ECB, LTA, and Croquet Association requirements .
- Covering Up any of the above.

This policy is not for personal grievances (e.g., disputes about selection or membership). Those should follow the Club's Grievance Procedure.

4. Who Can Raise a Concern?

This policy applies to:

- All Members (players, participants, social members)
- Parents of junior members
- Volunteers, officials and coaches
- Trustees, Operating management committee members and section committee members
- Employees or contractors

5. How to Raise a Concern

Concerns can be raised verbally or in writing. Where possible, provide details of:

- What has happened (precise facts rather than rumours)
- When and where it occurred
- Who was involved
- Any evidence or witnesses



Reporting Channels:

A concern should be raised with any of:

1. Club Trustees
2. Playing Section Chair
3. Playing Section Safeguarding/Welfare Officer (Cricket, Tennis, Croquet)

If you feel unable to raise it within the Club, concerns can be reported directly to:

- relevant National Governing Body (ECB, LTA, Croquet Association, Charity Commission (if the issue relates to trusteeship/charity governance)
- Charity Commission (if the issue relates to Trusteeship/Charity governance)
- Police if a crime has been committed

6. Confidentiality & Protection

- All whistleblowing reports will be treated sensitively and, wherever possible, confidentially.
- Whistleblowers will not suffer harassment, retaliation, or disadvantage as a result of raising a genuine concern.
- Anonymous reports will be considered, but it is recognised these may be harder to investigate fully without contact details.

7. Investigation Process

1. Concern acknowledged as soon as possible and in any event within 7 days.
2. Initial assessment made by Chair or Designated Safeguarding Officer (Committee level).
3. Full investigation carried out – findings reported to the Committee/Trustees (subject to confidentiality).
4. If necessary, referred to external authorities (e.g., NGB, safeguarding bodies, police).
5. Outcome communicated to whistleblower (where possible).

8. Malicious or Vexatious Allegations

- Genuine mistakes will not result in disciplinary action.
- However, deliberately false or malicious allegations may be subject to the Club's disciplinary procedures.

9. Review of Policy

The Trustees/Committee will annually review this policy to ensure it remains effective and reflects current legal and safeguarding requirements.

Approved by the SCTCC Trustees

Date of Approval: 31st March 2026

Review Date: Annually or as required