

Whistleblowing Policy

Updated 1st March 2023



A whistle-blower as defined by this policy, is a member or visitor to Dunstable Town Cricket Club, who reports an activity that he/she considers to be illegal, dishonest, and/or of a Safeguarding nature to one or more of the parties specified in this Policy.

The whistle-blower is not responsible for investigating the activity or for determining fault or corrective measures; appropriate Committee members are charged with these responsibilities.

Examples of illegal or dishonest activities are violations of the law; billing for services not performed or for goods not delivered and other fraudulent financial reporting.

If a member/visitor has knowledge of or a concern of illegal or dishonest fraudulent activity, the member/visitor is to contact the Club Safeguarding Officer.

The member/visitor must exercise sound judgment to avoid baseless allegations. A member/visitor who intentionally files a false report of wrongdoing will be subject to exclusion from the Club.

Whistle-blower protections are provided in two important areas -- confidentiality and against retaliation. Insofar as possible, the confidentiality of the whistle-blower will be maintained. However, identity may have to be disclosed to conduct a thorough investigation, to comply with the law and to provide accused individuals their legal rights of defence.

Dunstable Town Cricket Club will not retaliate against a whistle-blower. This includes, but is not limited to, protection from retaliation in the form selection for competitive matches and galas.

Any whistle-blower who believes he/she is being retaliated against must contact the Club Welfare Officer immediately. The right of a whistle-blower for protection against retaliation does not include immunity for any personal wrongdoing that is alleged and investigated.

All reports of illegal and dishonest activities will be promptly submitted to the Club Safeguarding Officer who is responsible for investigating and coordinating corrective action. Members/visitors with any questions regarding this policy should contact the Club Safeguarding Officer.

Confidentiality

Dunstable Town Cricket Club will do its utmost to keep confidential the identity of a whistle-blower. 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 whistle-blower need to be identified 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 the Safeguarding Officer 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 Club Safeguarding Officer.

Club Safeguarding Officer – Ann Marie Manley, annmariemanleyhotmail.com/ *****

The concern needs to be as specific as possible including any names, dates and locations where possible.

The burden of proof does not lie with the whistle-blower.

Should any concerns or allegations be made, Dunstable Town Cricket Club would encourage the whistle-blower 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 Dunstable Town Cricket Club 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 whistle-blower.

Any whistle-blower who believes he/she is being retaliated against must contact the Club Safeguarding Officer immediately. The right of a whistle-blower for protection against retaliation does not include immunity for any personal wrongdoing that is alleged and investigated.

All investigations will be undertaken by the Club Safeguarding Officer who may be supported by an appropriate member of the Committee.

