

**Rastrick Junior Football Club – CIO
(Charity Number 1193874)**

Whistleblowing Policy

1.0 Introduction

- 1.1 This Policy sets out how trustees, coaches, volunteers and parents/carers can raise concerns, should they suspect wrongdoing within the organisation, particularly relating to the safety and welfare of children.

2.0 Key Outcomes

- 2.1 Children are prevented from coming to harm.
- 2.2 Potential problems are highlighted and addressed at an early stage.
- 2.3 Critical information reaches those who need to know and can address the issue.
- 2.4 Whistleblowers feel able to come forward to raise concerns.

3.0 Definitions and Approach

- 3.1 Rastrick Junior Football Club (“the Club”) supports the following definition of, and approach to, whistle-blowing that has been produced by the Football Association.

“Whistle-blowing”

Whistle-blowing can be used as an early warning system or when it’s recognised that appropriate actions have not been taken. This approach or policy is adopted in many different walks of life.

It is about revealing and raising concerns over misconduct or malpractice within an organisation or within an independent structure associated with it.

Any adult or young person with concerns about a colleague can also use whistle-blowing by calling 0800 169 1863 and asking for The FA's safeguarding team, or via email on safeguarding@TheFA.com

(Downloaded from the website of the Football Association <https://www.thefa.com>)¹

- 3.2 This policy should be read in conjunction with the Club’s Safeguarding Children Policy which is available on the Club’s website at <https://www.rastrickjfc.co.uk>
- 3.3 Any concerns relating to a child should be raised with the Club’s Child Welfare Officer at the earliest opportunity (contact details are on the club’s website). If a child is in immediate physical danger, the Police should be contacted by calling 999.

4.0 Examples of where concerns should be raised by the whistleblower

- 4.1 ‘Whistleblowing’ is the raising of reasonable and honest suspicions about a possible risk to a child or anyone associated with the Club or to the Club itself.

The following are examples of situations in which concerns should be raised:

- A child is subject to sexual, physical and/or emotional abuse. The abuse could include touching, hitting, slapping, pushing, shouting and belittling;

¹ Original download date: 30.11.24)

- Bullying, harassment, victimisation or discrimination;
 - Financial malpractice;
 - Inappropriate use of social media
- 4.2 If a person feels a child has been spoken to inappropriately by another player, parent/carer or other person, they may initially speak to the team coach or Age Group Manager so that the matter can be 'nipped in the bud' before it is treated as a whistleblowing matter. However, the decision whether to treat a matter as a whistleblowing concern is that of the whistleblower alone.

5.0 Reporting Concerns

- 5.1 For matters relating to a child, the whistleblower should raise their concern with the Club's Child Welfare Officer (or Club Secretary in the absence of the Child Welfare Officer); other matters should be raised with the Club Secretary.
- 5.2 There should not normally be a need for whistleblowers to contact an external agency. However, there may be exceptional circumstances where this will be the most appropriate course of action, such as where a serious governance concern may be reported to the Charity Commission.

<https://www.gov.uk/government/organisations/charity-commission>

Advice on child welfare matters can also be sought from the NSPCC Helpline on **0808 800 5000** or email: help@nspcc.org.uk

- 5.3 The whistleblower should declare any personal interest in the matter.
- 5.4 Concerns relating to misconduct and malpractice may be raised anonymously or confidentially. Matters raised confidentially will, as far as is possible, remain confidential and the identity of the person making the report will not be divulged to a third party without their consent. However, it may be necessary for the whistleblower to come forward as a witness at some point.
- 5.5 The reporting of genuine concerns is encouraged and welcomed by the Club and will not have an adverse impact on the person's position within the Club.
- 5.6 Club email contact details:
- Club Welfare Officer: safeguarding@rastrickjfc.co.uk
 - Club Secretary secretary@rastrickjfc.co.uk

6.0 Addressing and recording concerns

- 6.1 Concerns raised in accordance with this Policy will be investigated speedily and thoroughly. The arrangements for the investigation will depend on the nature of the concern and will be determined by the Secretary of the Club in conjunction with a second Committee member.
- 6.2 Where necessary, the Club will take advice from the Charity Commission or body to which the Club is affiliated.
- 6.3 The Company Secretary will maintain a register of whistleblowing allegations, including the issue highlighted and the action taken.

7.0 Review

- 7.1 The Policy will be subject to review every three years, or sooner if there is a legislative, regulatory or other reason to do so.

8.0 Equality, diversity and inclusion

8.1 This policy will be applied in a non-discriminatory and consistent way.

9.0 Administrative details

Approval date:	24th September 2026
Approved by:	Board of Trustees
Lead Committee Member:	Sara Goodall, Club Welfare Officer
Version:	1.1
Review Date:	September 2029
