



## GLAMORGAN CCC

# SAFEGUARDING; WHISTLEBLOWING POLICY

### Introduction:

This Safeguarding: Whistleblowing Policy forms part of the commitment of Glamorgan County Cricket Club Limited (**Glamorgan CCC** or **the Club**) to good governance objectives generally. That commitment is directed at ensuring that the Club maintains excellent standards, that are fully and widely understood, in every area of its operations – including with regard to Safeguarding and Whistleblowing. The Club also has a Whistleblowing Policy that is part of its overall Governance Handbook, and no part of this policy is intended to conflict with that, or *vice versa*.

For the avoidance of doubt, nothing in this policy is intended to prevail over the terms of the rules from time to time of Glamorgan CCC ("**Rules**").

### Whistleblowing Policy:

The Club is committed to being open, honest, and accountable. In line with that commitment the Club encourages employees and others with serious concerns about any aspect of the Club's work to come forward and raise those concerns.

This policy is written in the context of the Public Interest Disclosure Act 1998 (PIDA) which provides additional protection to individuals who "blow the whistle" about specific forms of malpractice and wrongdoing within their organisation.

### General Principles

1. The Club and the England and Wales Cricket Board (**ECB**) are committed to maintaining a culture where it is safe, and acceptable, for all those involved in cricket to raise concerns about unacceptable practice and misconduct.
2. You may be the first to recognise something is wrong but you may not feel able to express your concerns out of a belief that this would be disloyal to colleagues, or you may fear harassment, victimisation or disadvantage.
3. These feelings, however natural, must never result in a child continuing to be unnecessarily at risk. Remember, it is often the most vulnerable children who are targeted. These children need someone like you to safeguard their welfare. Those involved in sport must acknowledge their individual responsibilities to bring matters of concern to the attention of the relevant people. and/or agencies.
4. This is particularly important where the welfare of children may be at risk.
5. This policy aims to make clear that any individual may raise a concern and that individuals may do so with confidence, at the earliest opportunity and without fear of resultant detriment or disadvantage. Individuals will be treated fairly and all concerns properly considered.

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6. All concerns will be treated in confidence. The sharing of information with others will be on a strict necessity basis.
7. The Club encourages anyone to come forward with any information which they reasonably believe is disclosed in the public interest and tends to show any;
  - criminal offence or activity
  - failure to comply with a legal obligation
  - miscarriage of justice
  - action or inaction which could endanger an individual's health, safety, or wellbeing
  - risk to the safety of another
8. The matter should be raised whether it has happened, is continuing to happen, or is likely to take place in the future.

#### **Procedures**

Contact should, in the first instance be made with the Designated Safeguarding Lead for GCCC – Ieuan Watkins, [ieuan.watkins@glamorgancricket.co.uk](mailto:ieuan.watkins@glamorgancricket.co.uk), 07971 007431.

Alternatively, the ECB Safeguarding Team can be contacted at [safeguarding@ecb.co.uk](mailto:safeguarding@ecb.co.uk), 020 7432 1200.

Individuals can also consider contacting Public Concern at Work, [whistle@pcaw.org.uk](mailto:whistle@pcaw.org.uk), 020 7404 6609.

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