

GLOUCESTERSHIRE TENNIS

WHISTLE BLOWING POLICY

Purpose of this policy

Safeguarding children and adults at risk requires everyone to be committed to the highest possible standards of openness, integrity and accountability. As a county, we are committed to encouraging and maintaining a culture where people feel able to raise a genuine safeguarding concern and are confident that it will be taken seriously.

What is Whistle Blowing?

In the context of safeguarding, “whistle blowing” is when someone raises a concern about the well-being of a child or an adult at risk. For concerns that are not of a safeguarding nature, “whistle blowing” is when someone raises a concern about a dangerous or illegal activity or any wrongdoing within the areas covered by Gloucestershire Tennis.

A whistle blower may be:

- a player
- a volunteer
- a coach
- other member of staff
- an official
- a parent
- a member of the public

How to raise a concern of a non-safeguarding nature

For all concerns, whether safeguarding related or not, please email:

safeguarding@gloucestershiretennis.co.uk

In the rare event you have a serious concern relating to one of the six public interest areas below or a concern about a member of Gloucestershire Tennis, you may, if you choose, make a report via an independent service, Safecall.

The six areas covered:

- Criminal offences, including fraud
- Failure to comply with a legal obligation
- Legal miscarriage of justice
- Endangering someone's health and safety
- Damage to the environment
- Covering up wrongdoing in any of the above categories

Safecall is an independent, confidential and, if required, anonymous reporting service provided by the LTA if any of the above apply. You may contact Safecall 24 hours a day, 365 days a year via telephone on 0800 915 1571. Calls are not recorded. Alternatively a report can be made online:

www.safecall.co.uk/report

Once a report is made, it will be passed on to the appropriate person at the LTA. The report will be treated confidentially, and only those needing to know the detail will be involved. Should you choose to remain anonymous it will be more difficult to fully deal with your concern. We therefore encourage you, if you feel it necessary to use this route, to provide your details to Safecall.



How to raise a safeguarding concern about a child or an adult at risk within the County

If a child or an adult at risk is in immediate danger or risk of harm, the police should be contacted by calling 999.

Where a child or an adult at risk is not in immediate danger, any concerns about their well-being should be made without delay to the County Welfare Officer. The County Welfare Officer will pass the details of the concern on to the LTA Safeguarding Team at the earliest opportunity and the relevant local authority and the police will be contacted, where appropriate.

If, however, the whistle blower does not feel comfortable raising a concern with the County Welfare Officer, the whistle blower should contact the LTA Safeguarding Team, the Local Authority Designated Officer (LADO) or the NSPCC on 0808 800 5000.

If the allegation is about the County Welfare Officer, the Chair of Gloucestershire Tennis should be informed.

Information to include when raising a concern

- a) The whistle blower should provide as much information as possible regarding the incident or circumstance which has given rise to the concern, including:
 - Their name and contact details (unless they wish to remain anonymous)
 - Names of individuals involved
 - Date, time and location of incident/circumstance
 - Whether any witnesses were present

The County Welfare Officer will contact the LTA and Local Authority Designated Officer (LADO) to discuss how the allegation should be investigated.

- b) If the concern does not match any of these criteria or, after consideration with the LADO or other appropriate agencies, it is agreed that the matter should be dealt with by internal processes the County will consult the LTA to determine the most appropriate action.
- c) If the concern is that the County has not followed appropriate safeguarding procedures or has not pressed other agencies where concerns about a child persists, the County Welfare Officer should be approached to seek assurances that appropriate action will be taken.

If in either case the member still has concerns that a child or children are at risk or that appropriate procedures have not been followed the member should contact the LTA and LADO or, in situations where children are thought to be in immediate danger or risk of harm, the police by contacting 999.

Confidentiality and support

Gloucestershire Tennis will not tolerate any harassment, victimisation, or unfair treatment of, and will take appropriate action to protect, whistle blowers when they raise a concern in good faith:

- In the context of safeguarding concerns, it may be that an investigation process may reveal the source of the information, even if the identity of the whistle blower is kept anonymous.
- All staff/volunteers involved in any related investigations must maintain confidentiality during and after the conclusion.
- Gloucestershire Tennis will take steps to minimise any difficulties and provide appropriate support and advice to staff/volunteers passing on concerns.
- Depending on the nature of the concerns and the subsequent type of investigation the whistle blower will be updated appropriately.
- When dealing with safeguarding matters, all involved will attempt to ensure that any allegation is dealt with fairly, quickly, proportionately, and consistently in a way that provides effective protection for the child and at the same time supports the person who is subject to the allegation and the person bringing the concern to the attention of Gloucestershire Tennis.

This policy was last reviewed on 02/03/2025 and will be reviewed every three years (or earlier if there is a change in national legislation).

Chairperson (Enzo Mora)

Date: 02/03/2025

County Welfare Officer (Nick Watkins)

Date: 02/03/2025