



Scunthorpe United Football Club

Academy

Updated March 2019

Whistle - Blowing Policy

Staff and Safeguarding Whistleblowing Policy:

1.0 Purpose of the Policy:

1.1 This policy is intended to encourage individuals to raise any concerns they have about the Health, Safety and Welfare of children, young people and vulnerable adults involved with Scunthorpe United Football Club, and details how their concerns can be raised.

It provides for a method of raising concerns, assurance of receiving a response, how feedback will be received on any action taken and how to further pursue the matter if you are not satisfied.

Scunthorpe Football Club seeks to reassure individuals they will be protected from reprisals or victimization for whistleblowing in good faith.

2.0 Scope:

2.1 This policy covers everyone involved in activities carried out under the jurisdiction of Scunthorpe United Football Club.

3.0 Policy Statement:

3.1 It is often the case that players, coaches, officials, parents, carers or team followers are the first to realize that a child's health, safety and welfare are under threat. However, they may not express their concerns because they feel that speaking up would be too difficult to handle. It may also be that they fear harassment or victimization.

In these circumstances, it may be easier for them to ignore the concern rather than report what may just be a suspicion of poor practice or child welfare issues. Scunthorpe United Football Club urges anyone to come forward and voice those concerns or suspicions and commits to supporting those who raise matters of concern, that they can be raised without fear of victimization, subsequent discrimination or disadvantage to any individual.

3.2 The policy is intended to encourage and enable individuals to raise serious concerns within Scunthorpe United Football Club, in the first instance, rather than overlooking a problem or "blowing the whistle" outside. It is in the interest of all concerned that disclosure of potential abuse or irregularities are dealt with properly, quickly and discreetly. This includes the interests of all persons involved with Scunthorpe United Football Club, but especially the person making the complaint, the person who is the subject of the complaint and, most importantly, the person or persons who are or who may be at risk.



3.3 Positions of Trust

As a result of the roles and authority that many members of our workforce hold, they are considered to be in a Position of Trust in relation to those in their care. This means that where staffs, or other members of the workforce, are in a position of power and influence over children or other adults at risk they must not abuse their position for personal advantage or gratification or that of others. As outlined in the sexual Offences Act 2003

Staff must also report any concern they have about another member of the workforce to a designated safeguarding officer.

Age of Consent, Children and Positions of Trust

This policy considers a child to be someone who is not yet 18 and as such emotionally dependent. Intimate or sexual relationship between a member of the workforce and a child or adult at risk in their care is prohibited and will be subject to disciplinary action. A breach to this rule is considered an act of gross misconduct and will result in a referral to the relevant statutory agency.

4.0 Safeguarding:

4.1 Scunthorpe United Club recognizes that raising a concern and reporting an allegation can be a difficult decision to make through fear of reprisals from those responsible for the alleged poor practice or abuse. If an individual believes what they say is or may be true, then they should have no reason to fear reporting their concern as a duty of care to the child, young person or vulnerable adult concerned.

Where concerns are raised in good faith, Scunthorpe United Football Club will offer its full support to the whistle-blower and will not tolerate any resulting bullying, harassment or victimization whatsoever. Should this occur, any perpetrators will be dealt with under the Scunthorpe United Football Club's Disciplinary Policy and Procedures, which may result in possible expulsion from the club or in the case of a staff member disciplinary action or dismissal.

5.0 Confidentiality:

5.1 Scunthorpe United Football Club will do its utmost to protect the confidentiality of a whistle-blower if they do not want their identity to be disclosed. However, it must be acknowledged that any subsequent investigation into an allegation, the whistle-blower may be needed provide a statement to form part of the evidence.

If the investigation process requires the whistle-blower to be identified, or it becomes apparent that the whistle-blower will be identified, then notice will be given to them by the Designated Safeguarding Officer (DSO), for Scunthorpe United Football Club and an identity disclosure will be made. They will then be given the opportunity to discuss any likely concerns they have before this procedure is carried out.

6.0 Consequences:

6.1 Raising a Concern or Making an Allegation In the first instance, and suspicions or concerns should be brought to the attention of Scunthorpe United Football Club's DSO, either verbally or in writing.

At the time of this policy being written Scunthorpe United Football Club's DSO is Clare De Laloe who can be contacted via email at clare.delaloe@scunthorpe-united.co.uk.



The concern needs to be as specific as possible, including the reason for the concern, an outline of the issue, the history or background and any names, dates and locations where possible.

The earlier, an individual expresses a concern, the easier it is for someone to take prompt and efficient action. Although the whistle-blower is not expected to prove the truth of an allegation, they will need to demonstrate to the club's DSO that there are sufficient grounds for their concern.

7.0 Anonymous Allegations:

7.1 Scunthorpe United Football Club encourages the whistle-blower to put their name to a concern or allegation. Anonymous concerns or allegations are much less powerful and are, therefore, much harder to prove.

It is important to emphasize that any concern or allegation received anonymously will still be considered and an investigation will be undertaken at the discretion of the DSO who will assess the seriousness of the concern, the credibility of the concern, and the likelihood of confirming the allegation from attributable sources or factual records.

8.0 Untrue or Unproven Allegations:

8.1 If an investigation finds that the concerns or allegations made by a whistle-blower are untrue or have not been substantiated, but were reported in good faith, then no action will be taken against the whistle-blower. However, if it is established a concern or allegation was made with malicious or frivolous intent or for personal gain, disciplinary action may be taken against the whistle-blower. In any such cases, Scunthorpe United Football Club's Disciplinary Policy / Procedure will apply.

9.0 Responses and Outcomes to Concerns and Allegations:

9.1 The DSO or other relevant person(s), at Scunthorpe United Football Club will respond accordingly to all concerns and allegations that are raised with communications either by email, telephone or in person as is deemed appropriate, and will liaise with the whistle-blower as necessary until the matter is concluded.

10.0 The Investigation Process:

10.1 All Investigations will be undertaken by the DSO, who may be supported by an appropriate member of Scunthorpe United Football Club's Senior Management Team. However, should you feel that you have not received a satisfactory response or conclusion to your concern you can approach the following people / organizations:

1. Scunthorpe United Football Club Chief Executive Officer
2. The Lincolnshire FA County Welfare Officer
- 3., Alex Richards EFL: Safeguarding Manager English Football League, C/O Operations Centre Edward VII Quay, Navigation Way, Preston, Lancashire, PR2 2YF Tel: 01772 325940 or Email: **arichards@football-league.co.uk**
4. The FA / NSPCC Child Protection 24-Hour Helpline 0808 800 5000
5. Childline 0800 1111 or, in writing to Weston House, 42 Curtain Road, London EC2A 3NH 6. Or by going direct to the Police and/or Social Services.

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