



Whistleblowing Policy

Middlesex Cricket is 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.

Middlesex Cricket assures all involved in cricket that they will be treated fairly and that all concerns will be properly considered. In cases where the suspicions prove to be unfounded, no action will be taken against those who report their suspicions/allegations, provided they acted in good faith and without malicious intent. The Public Interest Disclosures Act 1998 protects whistle blowers from victimisation, discipline or dismissal where they raise genuine concerns of misconduct or malpractice.

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. **These feelings, however natural, must never result in a child, young person or adult at risk continuing to be unnecessary at risk.** Remember, it is often the most vulnerable who are targeted. These individuals need someone like you to safeguard their welfare. Those involved in the sport must acknowledge their individual responsibilities to bring matters of concern to the attention of the relevant people and/or agencies. Although this can be difficult, it is particularly important where the welfare of a child, young person or an adult may be at risk.

Reasons for whistle blowing

Each individual has a responsibility for raising concerns about unacceptable practice or behaviour:

- To prevent the problem worsening or widening
- To protect or reduce risk to others
- To prevent becoming implicated yourself

What happens next?

- You should be given relevant information on the nature and progress of enquiries

- All concerns will be treated in confidence. During the process of investigating the matter, every effort will be made to keep the identity of those raising the concern unknown, except to the minimum number of individuals practicable
- Your Club Safeguarding Officer, County Safeguarding Officer and the Cricket Regulator Safeguarding Team have a responsibility to protect you from harassment or victimisation
- No action will be taken against you if the concern proves to be unfounded and was raised in good faith
- Malicious allegations may be considered a disciplinary offence

Who do I tell?

The County Safeguarding Officer, safeguarding@middlesexccc.com or the ECB Safeguarding Team safeguarding@cricketregulator.co.uk or on 0207 432 1200. For employees you can also contact Protect on 0203 117 2520 or online via their website www.protect-advice.org.uk

Feedback

The amount of feedback relating to the issue will vary depending on the nature and result of the investigations. However, where possible, those who have concerns will be kept informed of the progress and conclusion of investigations, although they may not be informed of the detail unless they would need this information in order to safeguard individuals.

Any concerns should be reported to the County Safeguarding Officer by emailing safeguarding@middlesexccc.com or by phoning 02036 409772

Last reviewed: 30/11/2024

Next Review: November 2025