



## **CHERUBS ANGELS NETBALL CLUB**

### **Whistleblowing Policy**

**Version:** June 2026

**Review Date:** June 2029

#### **Purpose**

Cherubs Angels Netball Club is committed to maintaining the highest standards of integrity, safeguarding, governance and behaviour. The Club encourages members, volunteers, coaches, officials and parents to raise genuine concerns about wrongdoing or unsafe practices without fear of victimisation or disadvantage.

The purpose of this policy is to provide a clear process for reporting concerns that are in the public interest and to ensure such concerns are investigated appropriately.

#### **What is Whistleblowing?**

Whistleblowing is the reporting of concerns about serious wrongdoing or practices that could affect the welfare, safety, reputation or integrity of the Club.

Examples include:

- Safeguarding concerns.
- Abuse or inappropriate behaviour.
- Breaches of health and safety.
- Fraud, theft or financial misconduct.
- Bullying, harassment or discrimination.
- Serious breaches of Club policies or Wales Netball regulations.
- Conduct likely to bring the Club or the sport into disrepute.
- Attempts to conceal any of the above.

#### **Who Can Raise a Concern?**

Concerns may be raised by:

- Members.
- Parents or guardians.
- Coaches.
- Volunteers.
- Officials.
- Committee members.

- Any person associated with Cherubs Angels Netball Club.

Concerns should be raised in good faith and based on a genuine belief that wrongdoing has occurred or may occur.

### **How to Raise a Concern**

Concerns should be reported as soon as possible to:

#### **Senior Club Contact**

##### **Sarah Porter**

Where the concern involves the Senior Club Contact, or where the individual feels uncomfortable reporting internally, concerns may be raised directly with Wales Netball or the appropriate external authority.

### **Safeguarding Concerns**

Any concern involving the welfare of a child or adult at risk must be reported immediately in accordance with the Club Safeguarding and Child Protection Policy.

The safety and wellbeing of children and vulnerable adults will always take priority.

### **Confidentiality**

All whistleblowing concerns will be treated seriously and handled as confidentially as possible. Information will only be shared with those who need to know in order to investigate and resolve the matter.

### **Protection from Victimisation**

No individual who raises a genuine concern in good faith will suffer harassment, discrimination or disadvantage as a result of doing so.

However, malicious or knowingly false allegations may themselves result in disciplinary action.

### **Investigation**

The Club will:

- Acknowledge concerns promptly where possible.
- Assess the information provided.
- Investigate matters fairly and appropriately.
- Seek advice from Wales Netball where necessary.

- Take action where wrongdoing is identified.

Some matters may need to be referred to external agencies, including Wales Netball, the Police, Social Services or other statutory bodies.

### **Record Keeping**

A confidential record of whistleblowing concerns and any actions taken will be maintained by the Club.

### **Policy Review**

This policy will be reviewed every three years or sooner if changes in legislation, safeguarding requirements or Wales Netball guidance require it.