



# PHOENIX SPORTS CLUB

## Whistle Blowing Policy

1. This policy will:
  - a. Set out that all Club members and staff can whistle blow without fear of victimisation, retaliation or subsequent disadvantage or discrimination.
  - b. Set out how and to who Club members and staff can whistle blow.
2. It is drafted in line with FA Guidance and relevant legislation.
3. It will be subject to amendments, removals, and additions as agreed upon by the Club Committee, except on matters reserved to the Board who will in such cases hold jurisdiction.
4. It has been absorbed into Club policy and dictates the Club's commitment to whistle blowing.
5. It cannot supersede any aspect of the Club's financial policies or statute or instrument binding on the Club, and should only be used in conjunction with said policies and legislation.
6. This policy entered effect on 3<sup>rd</sup> November 2024 and is binding in respect of the 2024/2025 season onwards.

## Section 1 – Reader guidance

1. This policy should be interpreted and applied in conjunction with the Club's wider policies on safeguarding, including:
  - a. Safeguarding Children Policy;
  - b. Safeguarding Vulnerable Adults Policy;
  - c. Anti-bullying Policy;
  - d. Digital and Online Safety (Social Media) Policy;
  - e. Code of Conduct;
  - f. First Appearance and Travel (First Team) Policy;
  - g. Safeguarding Risk Assessment.
    1. It may be appropriate to apply this policy to non-safeguarding policies, such as:
      - a. Subscription Arrears (Clubforce) Policy.

### 2. Definitions:

- a. **Whistle blowing** is the term used when a worker passes on information concerning wrongdoing.
  - i. In this guidance, it is referred to as “making a disclosure” or “blowing the whistle”.
  - ii. The wrongdoing will typically, although not necessarily, be something they have witnessed at, or involving, the Club and its staff or volunteers.

## Section 2 – Phoenix Sports Club's commitment to whistle blowing

3. Phoenix Sports Club are committed to the highest possible standards of honesty, openness and accountability and will not tolerate malpractice or wrongdoing.
4. Phoenix Sports Club are committed to conducting all business in a professional and ethical way and we expect all staff and volunteers to maintain the same high standards.
5. The Club is committed to developing a culture where it is safe and acceptable for

all involved in activities across the club to raise concerns about any unacceptable practice, behaviour, wrongdoing or misconduct.

6. The purpose of this policy is to make clear that club staff can whistle blow without fear of victimisation, subsequent discrimination or disadvantage.
7. This Whistleblowing policy is intended to encourage and enable everyone to raise serious concerns directly to the club.
  1. We do not want staff, members or any one associated with the Club to overlook a problem or seek a resolution outside of the club without first bringing the matter to our attention.
8. Phoenix Sports Club's Whistle Blowing Policy is a vital element of its governance arrangements and is designed to allow those employed by the Club, its volunteer members, playing members and their families, and/or members of the public to come forward and raise both disclosures and serious allegations of wrongdoing involving the actions of the Club employees, its Directors and Board Members, committee members, managers, coaches or any other volunteer or staff member, or any aspect of the Club's activities or activities for which the Club are either directly or indirectly responsible for.

### Section 3 – Policy statement

9. Phoenix Sports Club understands that occasionally things go wrong.
10. Whistleblowing concerns misconduct, illegal or underhand practices by individuals and, an organisation and, in respect of safeguarding, about the way care and support is being provided, such as practices that cause harm, or the risk of harm to others, or are abusive, discriminatory or exploitative.

### Section 4 – What is whistle blowing?

11. Whistle Blowing in a safeguarding context means revealing and raising concerns over misconduct or malpractice within an organisation, or with an independent structure associated with it.
12. It can be used as an early warning system or when it's recognised that appropriate actions have not been taken.
  - a. This approach or policy is adopted in many different walks of life.
13. Any adult or young person with concerns about colleagues conduct towards a child, young person or adult at risk can also use whistle blowing by contacting the people and organisation as listed below.

14. The law provides protection for those who raise legitimate concerns about specified matters, known as qualifying disclosures. A qualifying disclosure is one made in the public interest if an employee has a reasonable belief that one of the following has taken place:

- a. fraud and/or money laundering;
- b. a bribe, offered or received;
- c. a criminal offence;
- d. a miscarriage of justice;
- e. an act creating risk to health and safety;
- f. an act causing damage to the environment;
- g. breach of any laws, regulations, other legal obligations or The FA Group's policies or procedures; or
- h. other serious risk that threatens clients, colleagues, the public, the environment, or Club's reputation; and
- i. concealment of any of the above that;
  - i. is being;
  - ii. has been; or
  - iii. is likely to be committed. It is not necessary for you to have proof that such an act is being, has been, or is likely to be, committed - a reasonable belief is sufficient.

1. The Club holds a responsibility to refer the matter to the County (Kent) Football Association for guidance on investigating the matter.

#### Section 5 – When to whistle blow

15. If you have reported a safeguarding concern about a child or an adult at risk and feel that it has not been dealt with correctly, then there are a number of organisations that you can and should escalate your concern to.

- a. This the same if you wish to raise a concern around the behaviour or actions of someone which could lead to potential repercussions against you within you club environment.

Section 6 – Who to contact

16. Club Welfare Officer;

- a. Warren Strong
- b. warren.phoenixsports@outlook.com

17. County (Kent) Football Association Designated Safeguarding Officer;

- a. Lucy Kidd
- b. safeguarding@kentfa.com

18. National League Designated Safeguarding Officer;

- a. Martyn Cannon
- b. safeguarding@thenationalleague.org.uk

19. National Football Association Safeguarding Team

- a. 0800 169 1863
- b. safeguarding@thefa.com