



## Whistleblowing Policy

### Statement of Intent

Croquet England is committed to a culture of openness and to ensuring that the highest standards of integrity, behaviour and accountability are met, in order to protect all our members and the reputation of our sport.

It is in the interests of croquet and all who take part that individuals with genuine serious concerns can raise them. This policy is intended to explain how to raise concerns or complaints that fall outside existing policies, codes or procedures.

We recognise that the decision to make a serious allegation can be difficult, not least because of the fear of reprisal from those responsible for the alleged poor practice. In line with the Public Interest Disclosure Act 1998, this policy and its associated procedures are designed to help make that decision easier; to ensure that genuine concerns are raised; and to give assurance that such concerns will be treated seriously.

### Scope

This policy applies to all Croquet England members, associates (including clubs and Federations), players, volunteers and employees. It does not replace other policies and procedures. It applies to, but is not limited to, allegations about any of the following:

- Breaches by a trustee, senior manager, or a welfare or safeguarding officer of Croquet England's Safeguarding Children or Safeguarding Adults Policies
- A serious health or safety risk to an individual or individuals.
- A miscarriage of justice.
- Conduct which is a criminal offence or in breach of the law.
- Fraud or financial impropriety.
- Abuse of authority.
- Damage to the environment.
- Corruption, bribery or any other unethical conduct.
- Complicity in any of the above matters including deliberate concealment.

### Raising concerns

Procedures for raising or reporting concerns are given in the whistleblowing procedures.

### Confidentiality

All allegations will be treated in confidence as far as possible, and every effort will be made not to reveal the identity of the person who reports unless he/she agrees. However, if the

situation develops and Croquet England is not able to resolve the concern without revealing the identity of the person who reports (for instance because it is alleged or suspected that a criminal offence has been committed and the matter must be reported to the police), we will consult with him/her on how they would prefer to proceed before making our decision.

### **Protection for whistleblowers**

Individuals will not be penalised in any way for raising genuine concerns. Croquet England will make every effort to maintain their confidentiality to protect them from possible harassment or retaliation.

### **References**

Whistleblowing Procedures  
Complaints Procedure  
Child Safeguarding Policy  
Adult Safeguarding Policy  
Anti-bullying Policy  
Equality, Diversity and Inclusion Policy  
Tournament regulations  
Codes of Conduct  
Health and Safety guidance

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***Approved by:*** Board of Trustees

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