



Macclesfield Town Ladies FC

Whistleblowing Policy

The whistle blowing policy should only be followed if the person raising the concern feels unable to follow the standard reporting procedures as set out in the club's Child Protection Policy.

PURPOSE

- To encourage individuals to feel confident in raising concerns about the safety and welfare of children, young people involved in football.
- To provide a method of raising concerns and to receive feedback on any action taken.
- To ensure that individuals receive a response to their concerns and that they are aware of how to pursue them if they are not satisfied.
- To reassure individuals that they will be protected from reprisals or victimisation for whistle blowing in good faith.

SCOPE

ALL those involved in activity carried out under the jurisdiction of Macclesfield Town Ladies FC are covered by this policy.

KEY PRINCIPLES

The following important principles are contained within this policy:

- The code is complementary to Macclesfield Town Ladies FC Child Protection Policy & Procedures and its Code of Conduct;
- The Club Welfare Officer has overall responsibility for the maintenance and operation of this policy;
- If a matter raised results in any disciplinary action, the Macclesfield Town Ladies FC disciplinary procedures will apply.





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GENERAL PRINCIPLES

Players, coaches, officials, parents or team followers are often the first to realise that a child's 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 victimisation.

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. Macclesfield Town Ladies FC is committed to the highest possible standards of openness, honesty and accountability. In line with that commitment, individuals are encouraged, if they have serious concerns about any aspect of a child's safety and welfare, to come forward and voice those concerns.

This policy makes it clear that individuals can raise a matter of concern without fear of victimisation, subsequent discrimination or disadvantage. The policy is intended to encourage and enable individuals to raise serious concerns within Macclesfield Town Ladies FC 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 the Macclesfield Town Ladies FC, all persons registered as members of the Macclesfield Town Ladies FC and any persons who are the subject of any complaint, as well as the person making the complaint.

SAFEGUARDS

Macclesfield Town Ladies FC is committed to good practice and high standards and wants to be supportive of everyone within the club.

Macclesfield Town Ladies FC recognises that the decision to report a concern can be a difficult one to make, not least because of the fear of reprisal from those responsible for the alleged poor practice. If an individual believes what they are saying to be true, they should





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have nothing to fear because in reporting their concern they will be doing their duty to the child and young person concerned.

Macclesfield Town Ladies FC will not tolerate any harassment or victimisation (including informal pressures) and will take appropriate action to protect individuals when they raise a concern in good faith. Any investigation into allegations of alleged poor practice will not influence or be influenced by any disciplinary procedures that already affect individuals.

CONFIDENTIALITY

Macclesfield Town Ladies FC will do its best to protect the identity of the whistle blower when they raise a concern and do not want their name to be disclosed. It must be appreciated that the investigation process may reveal the source of the information and a statement by the whistle blower may be required as part of the evidence. They will be given prior notice of this and a chance to discuss the consequences. Support is available from the club's Child Welfare Officer.

ANONYMOUS ALLEGATIONS

This policy encourages the whistle blower to put their name to their allegation. Concerns expressed anonymously are much less powerful, but they will be considered (at the discretion of the club's CWO).

In exercising the discretion, the factors to be taken into account would include:

- the seriousness of the issues raised;
- the credibility of the concern; and
- the likelihood of confirming the allegation from attributable sources or factual records.

UNTRUE ALLEGATIONS

If an individual makes an allegation in good faith, but it is not confirmed by the investigation, no action will be taken against them. If, however, it is established that they





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have made malicious or frivolous allegations, or for personal gain, disciplinary action may be taken against them. In such cases, Macclesfield Town Ladies FC disciplinary procedure will apply.

HOW TO RAISE A CONCERN

Concerns may be made verbally or in writing to the club's child welfare officer. The individual should set out the background and history of the concern, giving names, dates and places where possible and the reason why they are particularly concerned about the situation. The earlier the individual expresses concern, the easier it is for someone to take action. Although the whistle blower is not expected to prove the truth of an allegation, they will need to demonstrate to the club's CWO that there are sufficient grounds for their concern.

Individuals should raise the concern in the first instance with the club's Child Welfare Officer (CWO):

Emma Hanaghan (Tel: 07775242574 Email: emmahanaghan@yahoo.co.uk) or by post to Emma Hanaghan, 62 Kendal Road, Macclesfield, Cheshire, SK11 8PG (you should mark the envelope 'private & confidential').

If you believe that you have not received a satisfactory response to your concern, you should approach the parties below ideally from the top down:

- Club Secretary: Joanna Ridings (Email) maccladies@gmail.com
- Club Chairman: David Hubbard (Email) maccladies@gmail.com
- Cheshire FA County Welfare Officer: Nadine Crane (Tel: 01606 302028 Email: Nadine.crane@cheshirefa.com)
- The FA/NSPCC Child Protection 24-Hour Helpline 0808 800 5000
- Or by going direct to the Police and/or Social Services





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