

# DEAN TENNIS & SQUASH CLUB

## Whistle Blowing Policy

The Policy takes account of and acknowledges guidance provided in the British Tennis Safeguarding Whistleblowing Policy Template

Policy drafted by: Jerry Williams (President)  
Amanda Jones (Welfare Officer)  
Russell Whyte (Committee Member)

Approved by: Dean Tennis & Squash Club Management Committee  
Date: 24<sup>th</sup> November 2020  
Review date: November 2022

Policy reviewed in November 2022 without amendment:

Jerry Williams (President), Amanda Jones (Welfare Officer) & Euan Mackenzie (Club member)

The Club has policies designed to ensure that members and visitors can enjoy playing or watching sport or participating in social events at the Club in an environment that is safe and inclusive. These are:

- DTSC: Safeguarding Policy
- DTSC: Diversity and Inclusion Policy

Procedures relating to those policies describe how individuals (parents, carers, children) may report safeguarding issues and any individual may report incidents of discrimination or harassment that they may have experienced. The procedures set out how the Club investigates and responds to such reports.

The Club is committed to encouraging and maintaining a culture where people feel able to raise concerns about safeguarding, discrimination or bullying even if they or their children are not the victim.

### **What is whistle blowing?**

“Whistle blowing” is the reporting of behaviours that may be identified as being in breach of the relevant Club’s policies or which may be identified as any form of wrong doing by an individual at the Club. Particular issues may involve the safety of a child, discriminatory language or bullying. Anyone present at the Club or who is aware of such activities at the Club could be a whistle blower.

### **How to raise a safeguarding concern**

Any person who observes a situation in which an individual is in immediate danger or risk of harm, should call the police. The term whistle blowing would not be attached to such an incident. In such circumstances, and once the police have been called, the person should inform a member of the Committee.

Any concerns about behaviours that do not provide an immediate risk and which involve children should be reported to the Club’s Welfare Officer. In the situations that do not involve children, the concerns could also be made to a member of the Club’s Management Committee.

### **What happens next**

The concerns raised by a whistle blower will be taken seriously and will be investigated and acted on in accordance with the procedures set out in the relevant Club policy. The whistle blower will be informed of the outcome of the investigation and of any measures taken to prevent repeat offending.

### **Support for whistle blowers**

The Club will not tolerate any harassment, victimisation or unfair treatment of whistle blowers when they raise a concern in good faith. The Club will take appropriate action to protect them in such circumstances.

### **Advice from other agencies**

The person witnessing or hearing about unacceptable behaviour within the Club may not feel comfortable raising a concern with the Club Welfare Officer or a member of the Committee. There are a number of agencies listed below from whom advice can be sought.

The whistle blower, having reported a concern, may consider that it has not been dealt with appropriately by the Club. In such circumstances they may wish to approach one of these organisations.

- **LTA Safeguarding Team:** 0208 487 7000; [Safeguarding@LTA.org.uk](mailto:Safeguarding@LTA.org.uk)
- **Scottish Squash:** 0131 374 2020; [ChildProtection@scottishsquash.org](mailto:ChildProtection@scottishsquash.org)
- **Children 1<sup>st</sup>:** 0141 419 1156; [safeguardingsport@children1st.org.uk](mailto:safeguardingsport@children1st.org.uk)
- **Social Services, Edinburgh Council:** 0131 200 2324; [socialcaredirect@edinburgh.gov.uk](mailto:socialcaredirect@edinburgh.gov.uk)