
MAWDESLEY TENNIS CLUB

Whistleblowing policy

1. Introduction

Mawdesley Tennis Club (MTC) is committed to developing a culture where all individuals are encouraged to raise any concerns about unacceptable practice and misconduct. It is the duty of everyone to speak up about genuine concerns. MTC takes any forms of misconduct seriously and has introduced this policy to enable all members, parents, accredited coaches, volunteers and officials to raise concerns early and in the right way.

2. Raising a Concern

2.1 If you have a concern you should report it in the first instance to a member of the Committee to the Club Chairman of MTC. The individual raising the concern should tell the person they are reporting the matter to whether they wish to raise the matter in confidence so that appropriate arrangements are made.

3. What is Whistleblowing?

3.1 When reporting a concern, the individual must reasonably believe two things:

- That they are acting in the public interest;
- That the disclosure may fall under one or more of the following areas:
 - o a risk to health and safety;
 - o a criminal offence or a miscarriage of justice;
 - o bullying, harassment or discrimination;
 - o risk or actual damage to the environment
 - o covering up wrongdoing;
 - o bribery, betting, corrupt conduct, inside information and match fixing;
 - o conduct likely to damage MTC's reputation;
 - o unauthorised disclosure of confidential information; or
 - o concealment of any of the above;

3.2 It is not necessary for the individual to have proof that such an act is being, has been, or is likely to be, committed – a reasonable belief raised in good faith is sufficient.

4 Commitment

4.1 We believe in putting the whistle blower first, giving them the opportunity to report wrongdoing on their terms, in a way which makes them feel comfortable and confident, in the knowledge that their concerns will be taken seriously, and dealt with quickly and confidentially

4.2 MTC is committed to this policy. If a genuine concern is disclosed under it, MTC will use all reasonable endeavours to protect the position of the individual concerned, provided they are acting in good faith. This assurance does not apply to someone who maliciously raises a concern that they know is untrue.

4.3 A member who makes such a protected disclosure has the right not to be expelled, subjected to any other detriment, or victimised, because they have made a disclosure. Any direct or indirect harassment or victimisation will not be tolerated and if appropriate disciplinary action will be taken against those concerned.

4.4 We understand that reporting a concern can be a challenging decision for the individual. If the individual feels their situation is intolerable before, during or on conclusion of any investigation discussions will be held with them. The purpose of the discussion will be to consider any reasonable steps to support the individual – for example redeployment, changing their environment or ensuring they are not disadvantaged as a result of raising their concern.

5 Confidentiality

5.1 MTC recognises that individuals may wish to raise their concern anonymously. In these circumstances their identity will not be disclosed without their consent.

6 Procedure

6.1 Any information shared with the individual about the investigation must be treated as confidential. On conclusion of an investigation, where possible (i.e. where not anonymous), the individual will be informed of the outcome including any steps taken to resolve the concern.

6.4 If MTC concludes that a whistle blower has made false allegations maliciously, in bad faith or with a view to personal gain, the individual may be subject to disciplinary action or other appropriate measures in accordance with MTC Policies.

7. Revision history

This policy and related guidance will be monitored by the Club Chairman on a regular basis for compliance and will be reviewed at least annually.

Approved or amended	Date	Signed
Approved	29 November 2023	<i>Ian Austin</i>
Amended		
Amended		
Amended		