



Essex Cricket Whistleblowing Policy

1. Introduction: Essex Cricket is committed to fostering a culture of openness, transparency, and accountability, where individuals feel safe and supported in raising concerns about misconduct, malpractice, or unacceptable behaviour. We recognise that raising concerns can be difficult, but it is essential to ensure the safety and welfare of all involved.

Whistleblowing is the act of reporting suspected wrongdoing or risk of harm in the public interest. This policy outlines how individuals can report concerns, the protections in place for whistleblowers, and the procedures Essex Cricket follows in response.

2. Whistleblowing is Important. Individuals have a responsibility to report concerns to:

- Prevent harm from escalating or affecting a wider group
- Protect others from potential risk
- Ensure ethical and professional standards are maintained
- Avoid personal involvement or liability by taking no action

3. Barriers to Whistleblowing We acknowledge that individuals may hesitate to report concerns due to:

- Fear of repercussions, victimisation, or negative impact on their selection for teams
- Concerns about starting an unwanted chain of events
- Reluctance to disrupt operations or training
- Fear of being mistaken or not being believed

Essex Cricket is committed to ensuring that no one suffers negative consequences for raising genuine concerns in good faith.

4. Protection for Whistleblowers Under the Public Interest Disclosure Act 1998 and subsequent legislation, whistleblowers are legally protected from unfair treatment, including dismissal, harassment, or victimisation, provided their concerns are raised honestly and in good faith. Essex Cricket strictly prohibits retaliation against any individual who raises concerns in accordance with this policy.

5. Confidentiality All concerns will be handled in the strictest confidence. During the investigation process, every effort will be made to protect the identity of those raising concerns, except where disclosure is required by law or necessary for a full and fair investigation.

6. Reporting Concerns If you have concerns about misconduct, safeguarding issues, or unethical behaviour, you should report them promptly through the following channels:

- **Club Safeguarding Officer** – This should be your first point of contact.

- **County Safeguarding Officer – Essex Cricket Safeguarding Team –**
- If you are unable or unwilling to report to the Club Safeguarding Officer. Email: safeguarding@essexcricket.org.uk | Phone: 07717728725
- **ECB Safeguarding Team –** safeguarding@cricketregulator.co.uk Phone: 020 7432 1200.

In cases where you are unable to report concerns internally, you may seek independent advice from external whistleblowing services such as Protect (formerly Public Concern at Work) at www.protect-advice.org.uk or 020 3117 2520.

7. How Concerns Will Be Handled

- Upon receiving a report, Essex Cricket will acknowledge the concern and assess the appropriate course of action.
- Investigations will be conducted fairly, objectively, and as quickly as possible.
- Individuals will be informed of the progress and outcome of the investigation, where appropriate and legally permissible.
- If allegations are substantiated, appropriate action will be taken, including disciplinary measures or referral to external authorities.

8. Responsibilities When Receiving a Concern: If you receive a tip-off or concern, you should attempt to obtain the following details (if possible and appropriate):

- Name and contact details of the informant (if they are willing to share)
- Details of the individuals involved
- Description of the alleged incident(s) or circumstances
- Any supporting evidence or information on how they became aware of the issue

Do Not:

- Inform the person about whom the concern was raised
- Share the concern with other members, participants, or employees unnecessarily
- Attempt to investigate the issue yourself
- Delay in reporting the concern

9. Malicious or False Allegations If concerns are raised in good faith, no action will be taken against the individual, even if they are later found to be unsubstantiated. However, malicious or deliberately false allegations may result in disciplinary action.

10. Conclusion Essex Cricket is committed to ensuring that all individuals can report concerns safely and without fear of retaliation. By speaking up, you contribute to a culture of integrity, accountability, and safeguarding for everyone involved in cricket.

For further information or guidance, contact the Essex Cricket Safeguarding Team at safeguarding@essexcricket.org.uk. September 2025 to reviewed September 2028

