

Whistle Blowing Policy

Whinmoor Warriors Rugby League Club is determined to ensure that the culture of the sport is one in which it is safe, acceptable and gives confidence to those involved in rugby league to raise concerns about unacceptable practice and misconduct.

They are committed to developing a culture where it is safe and acceptable for everyone involved at the club to raise concerns about any unacceptable practice, behaviour, wrong doing or misconduct. The below reporting procedure has been created in line with the RFL's Whistle Blowing Policy to encourage members of our club to speak out, knowing that they will be supported and their concerns will be handled sensitively and confidentially.

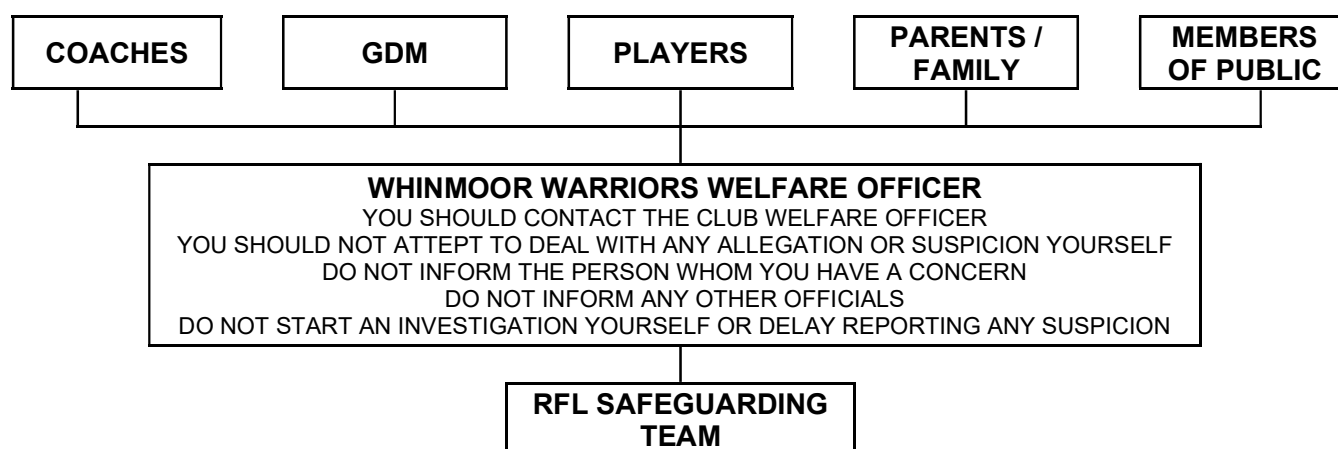
How to Report/ Raising Concerns

Please contact the club welfare Officer. A *Cause for Concern Form* should be completed regarding any concerns relating to the behaviour of any child or adult involved in or spectating at our club.

A *Cause for Concern Form* can be obtained from the Committee or downloaded from the Club website via the link below:

www.whinmoorwarriors.com/documents/forms

Anyone making a disclosure can be confident that the matter will be handled appropriately and with a sufficient level of confidentiality.



Contact Details

RFL Safeguarding team – 0844 477 7113 Option 4 or safeguarding@rfl.uk.com

What stops people from whistle blowing?

- Concerns about getting it wrong or having misunderstood.
- Fear of repercussions such as harassment or victimisation.
- Fear of not being believed.
- Concerns about starting a chain of events which may spiral out of control.
- A belief that it would be disloyal to other volunteers.
- Thinking that it doesn't matter or that nobody will get hurt.
- Thinking it's not their responsibility.

Why should you whistle blow?

- Everybody involved in rugby league has a responsibility for raising concerns about any unacceptable practice or behaviour.
- Whilst it may be difficult the welfare of children may depend on you and the children and young people in the game have a right to expect that you will do something about your concerns.
- It is often the most vulnerable children who are targeted and these children need somebody to safeguard their welfare.
- Historically, early effective intervention has been shown to prevent the problem getting more serious or affecting more children.
- It can protect or reduce the risk to others.
- It can prevent you from being implicated yourself or in the professional game facing a charge for failing to report misconduct.

What should you do and who should you tell?

- You should not attempt to deal with any allegation or suspicion yourself (in an emergency contact the relevant emergency service).
 - You should inform your Club Welfare Officer or the RFL Safeguarding team
 - In particular you should not:
 - Inform the person about whom you have a concern.
 - Inform other club officials.
- Start your own investigation or delay in reporting the suspicion.

What happens next?

- Information will be treated in confidence.
During the investigation the identity of those raising the concerns will be kept as confidential as possible however it may be necessary for some people to be informed.
- Where possible the RFL will keep those who have provided information informed about the progress and conclusion of the investigation.
- No action will be taken if a concern proves to be unfounded but was raised in good faith
- The RFL rules make it an offence to harass or victimise a whistleblower.
- Malicious allegations may be considered a disciplinary offence.

David Porter

Club Secretary

For and on behalf of the Whinmoor Warriors ARLFC

1 January 2025