

b) If the concern is that a member of staff or a volunteer has or may have;

- behaved in a way that has or might have harmed a child or an adult at risk;
- committed a criminal offence against or involving a child or an adult at risk; and/or
- behaved in a way that indicates that he/she would or might pose a risk of harm to children or adults at risk,

the Club Welfare Officer (or other individual notified in accordance with this policy) will contact the LTA Safeguarding Team and the Local Authority Designated Officer (LADO) to discuss how the allegation should be investigated.

c) If the concern does not fall into one of the three categories set out in b) above or, after discussing the concern with the LADO or other appropriate statutory agency, it is agreed that the matter should be dealt with in accordance with the club's internal processes, the club will consult with the LTA Safeguarding Team to determine what action should be taken.

d) If the concern is that the club has not followed appropriate safeguarding procedures or has not followed up with appropriate statutory agencies where a concern about the well-being of a child or an adult at risk persists, the whistle blower should contact the LTA Safeguarding Team and the LADO.

If the whistle blower still has concerns and wishes to speak to someone outside of the club or the LTA, the NSPCC Whistleblowing advice line: 0800 028 0285; [help@nspcc.org.uk](mailto:help@nspcc.org.uk) should be contacted.

## **Confidentiality**

All concerns raised will be treated in confidence. The club 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.

Depending on the nature of the concern raised and the subsequent action taken, where possible, the whistle blower will be kept informed of the progress of the investigation and advised of the outcome.

## **Support**

The club will not tolerate any harassment or victimisation of (including informal pressures) and will take appropriate action to protect whistle blowers when they raise a concern in good faith.

Last updated: March 2021

Next review: March 2023

Club President: Jennie Colton

Club Chairman/Welfare Officer: Sarah Strawbridge