

## WHITLEBLOWING POLICY

### The purpose and scope of this policy statement:

Whistleblowing is an important aspect of safeguarding and everyone is encouraged to share genuine concerns about an individual, ESF Events representatives, or the organisation's behaviour. The behaviour may not be child abuse, but those involved may not be following ESF Event's code of conduct or could be pushing the boundaries beyond normal limits. Whistleblowing is very different from a complaint or a grievance. The term whistleblowing generally applies when you are acting as a witness to misconduct that you have seen and that threatens other people or children. The concern may relate to something that is happening now, has happened in the past, or that you think could happen in the future. It is ESF Events intention that all staff and participants at all our events feel confident about coming forward and reporting issues/concerns that they may have regarding the areas below, whilst remaining protected from any subsequent discrimination

### Aims:

- Ensure our staff understand their responsibilities and feel confident in raising and reporting a serious concern at the earliest opportunity.
- Provide avenues for staff to raise their concerns and receive feedback on any action taken.
- Ensure that staff receive a response to their concerns and that they are aware of how to pursue them if they are not satisfied.
- Reassure staff that they will be protected from possible reprisals or victimisation if they have made any disclosures in good faith.
- As a whistle blower you are protected by law, you should not be treated unfairly or lose your job because you "blow the whistle".
- Any concerns can be reported without this leading to any harassment or victimisation, and every effort will be made to keep both the concern and the whistle-blower's identity confidential.

### What should be reported?

- Any breach in the behaviour of ESF Events staff, volunteers or associated paid professionals.
- Reputational damage.
- Discrimination of any kind.
- Concerns that could impact on the health and safety of the children or adults.
- The inappropriate treatment or care of a child.
- In appropriate use of ESF Events assets.
- Decision making for personal gain.
- Abuse of position.
- Deceit.
- Tampering with documents.

### Methods of reporting:

Individuals with concerns about an adult in a position of trust can 'whistle blow' by contacting the following organisations/agencies;

- ESF Events Safeguarding phone line on 07947 313302 (operational during festival dates only)
- ESF Events Safeguarding email: [safeguarding@esfevents.co.uk](mailto:safeguarding@esfevents.co.uk)



- ESF Events Office: 01664 566360 (9.30am - 5.00pm / Mon - Fri)
- The appropriate National Governing Body - The Football Association, Scottish Youth Football Association, England Netball, Rugby Football Union, Rugby Football League.
- The Police or Children's Social Care
- NSPCC 24 hour Helpline 0808 800 5000 or email [help@nspcc.org.uk](mailto:help@nspcc.org.uk)
- Child Protection in Sport Unit via [cpsu@nspcc.org.uk](mailto:cpsu@nspcc.org.uk)