



HOUNSLOW & WHITTON CRICKET CLUB

Whitton Park Sports Association (WPSA)
 190 Wills Crescent, Hounslow, TW3 2JD
www.hounslowwhittoncc.co.uk
info@hounslowwhittoncc.co.uk
 Clubhouse Tel No: 020 8898 3669



Whistleblowing and Complaints procedure

Introduction: The following is to be read in conjunction with item 11 of the club constitution.

The club is committed to showing that the code of conduct and spirit of cricket is adhered to by its players, members, opposition players and members of the public i.e., supporters, families and friends. To that end expects high standards from its players and members.

In order to maintain those high standards a culture of openness and accountability is extremely important.

The aims of this policy are threefold: -

- To assure you that if you raise concerns, you can do so without fear of reprisals.
- To assure you that your concerns will be taken seriously.
- To provide information about how to raise your concerns and explain how the club will respond.

Scope of the Policy

This policy applies to all officers, member, former members, and coaches attached to the club.

What is Whistle blowing?

Whistle blowing covers a wide range of concerns, it is not a mechanism for challenging committee decisions, practices, and policies with which you disagree. The purpose is to provide a way in which concerns can be raised.

The following are examples of matters which should not be reported as whistle blowing concerns and should be dealt with through your captains

- You are aggrieved at the way you have been used by your captain or a colleague during matches or practice sessions.
- You are unhappy with the selection decision of a captain within respective teams

How to 'Blow the Whistle'

You should raise your concerns as soon as they arise with the manager of the respective sections i.e. The senior and junior cricketing managers or safeguarding officer if applicable. This procedure does not supersede the safeguarding policies of the club.

If you prefer, you can report your concern directly to your captain. Your captain will then notify the manager about the concerns when they were raised and by whom.

You do not need to wait for proof that you are correct before raising your concerns. Remember that **you are a witness to events and not a complainant.**

When reporting a concern, you should do so as soon as possible and provide as much information and detail as possible, for example, full names, dates of events. this will help the investigator to focus their investigation on the main issues quickly.

You will be advised whether an investigation takes place or not and asked whether you would like to be provided with feedback. However, depending upon the nature of the matter raised, we may not be able to provide you with details of the action taken. If that happens, please be assured that this does not mean that the matter is not being taken seriously. Where it is permissible to do so, you will be



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advised of the action taken at the conclusion of the matter. If you are not satisfied that your concerns have been addressed adequately you have a legal right to report your concerns outside the club to a prescribed regulator (such as Middlesex cricket board, or follow the procedure of the safeguarding policy)

Confidentiality

The club understands that you may be reluctant to come forward with information about the wrongdoing of a member as such, the club recognises that whistle-blowers may wish to raise concerns in confidence. Your identity will not be disclosed without your consent.

Anonymous Allegations

You are encouraged to give your name when raising concerns. This is because anonymous allegations are more difficult to investigate and so that you can be provided with assurance that your concerns are being taken seriously. In the event that concerns are raised anonymously, the decision whether to investigate an anonymous allegation will be made by the chairman and the safeguarding officer

Protection for the Whistle-blower

All concerns raised under this procedure will be treated seriously. The club will not tolerate the harassment or victimisation of anyone who has raised a concern in good faith and will take action to protect you.

Any member who is found to have victimised or harassed someone who has raised a concern in good faith will face disciplinary action.

Allegations not made in Good Faith

Concerns that are raised frivolously, maliciously, for personal gain or where they are known to be untrue may result in disciplinary action

Review of this Policy

The chairman has overall responsibility for the operation of this policy and will review it from time to time to ensure its continuing relevance and in response to changes if required.

Background (Ref: The ECB code of conduct and spirit of cricket)

The ECB is committed to maintaining the highest standards of behaviour and conduct. The Code of Conduct incorporates the Spirit of Cricket, as set out below. It applies to all matches played under the auspices of the ECB and may be applied to cricket in general.

Responsibility of captains

The captains are responsible at all times for ensuring that play is conducted within the Spirit of the Game as well as within the Laws.

Player's conduct

In the event that any player failing to comply with instructions by an umpire, or criticising by word or action the decisions of an umpire, or showing dissent, or generally behaving in a manner which might bring the game into disrepute, the umpire concerned shall in the first place report the matter to the other umpire and to the player's captain and instruct the latter to take action.

Fair and unfair play



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According to the Laws **the umpires are the sole judges of fair and unfair play**. The umpires may intervene at any time, and it is the responsibility of the captain to take action where required.

The Spirit of the Game involves RESPECT for:

- Your opponents
- Your own captain and team
- The role of the umpires
- The game's traditional values

It is against the Spirit of the Game:

- To dispute an umpire's decision by word, action, or gesture
- To direct abusive language towards an opponent or umpire
- To indulge in cheating or any sharp practice, for instance: (a) to appeal knowing that the batsman is not out (b) to advance towards an umpire in an aggressive manner when appealing (c) to seek to distract an opponent either verbally or by harassment with persistent clapping or unnecessary noise under the guise of enthusiasm and motivation of one's own side

Violence: There is no place for any act of violence on the field of play.

Players Captains and umpires together set the tone for the conduct of a cricket match. Every player is expected to make an important contribution to this.