



# Tennis Sussex Whistleblowing Policy

**Version:** 2.0

**Date:** November 2023

**Next Review:** November 2026



**TENNIS**  
FOR BRITAIN

## **Safeguarding Whistle Blowing Policy**

Safeguarding children and adults at risk requires everyone to be committed to the highest possible standards of openness, integrity, and accountability. Tennis Sussex are committed to encouraging and maintaining a culture where people feel able to raise a genuine safeguarding concern and are confident that it will be taken seriously.

### **What is whistle blowing?**

In the context of safeguarding, “whistle blowing” is when someone raises a concern about the well-being of a child or an adult at risk.

A whistle blower may be:

- a player.
- a volunteer.
- a coach.
- another member of staff.
- an official.
- a parent.
- a member of the public.

### **How to raise a concern about a child or an adult at risk at the club**

If a child or an adult at risk is in immediate danger or risk of harm, the police should be contacted by calling 999.

Where a child or an adult at risk is not in immediate danger, any concerns about their well-being should be made without delay to the Tennis Sussex County Safeguarding Officer. The County Safeguarding Officer will pass the details of the concern on to the LTA Safeguarding Team at the earliest opportunity and the relevant local authority and the police will be contacted, where appropriate.

If, however, the whistle blower does not feel comfortable raising a concern with the County Safeguarding Officer, the whistle blower should contact the LTA Safeguarding Team directly on 020 8487 7000, the Local Authority Designated Officer (LADO) or the NSPCC on 0808 800 5000.

### **Information to include when raising a concern**

The whistle blower should provide as much information as possible regarding the incident or circumstance which has given rise to the concern, including:

- Their name and contact details (unless they wish to remain anonymous);
- Names of individuals involved.
- Date, time, and location of incident/circumstance; and
- Whether any witnesses were present.

### **What happens next?**

All concerns raised by a whistle blower about the well-being of a child or an adult at risk will be taken seriously and every effort will be made to deal with each concern fairly, quickly and proportionately.

If the whistle blower does not believe that the concern has been dealt with appropriately and wishes to speak to someone outside the County or the LTA Safeguarding Team, the NSPCC Whistleblowing advice line should be contacted on 0800 028 0285 or by emailing [help@nspcc.org.uk](mailto:help@nspcc.org.uk).

## **Support**

Tennis Sussex will not tolerate any harassment, victimisation, or unfair treatment of, and will take appropriate action to protect, whistle blowers when they raise a concern in good faith.

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This policy was last reviewed on 27th November 2023 and will be reviewed every three years (or earlier if there is a change in national legislation).

**This Policy was approved by Tennis Sussex Management Board meeting on 27<sup>th</sup> November 2023**

**Martin Carpenter**, Tennis Sussex Chair.

**Deborah Rayner Gray**, County Safeguarding Officer.