



# Academy Players and Scholars

## Whistleblowing Policy

(Safeguarding)

**Date of policy: December 2019 reviewed December 2020 December 2021  
December 2022 December 2023 December 24**

### The Policy Statement

Bristol City Football Club, Bristol City Women, PGA- ETC, and Bristol City Foundation (together known as “Bristol City Football Club”) Bristol Bears, Bristol Bears Academy, Bristol Bears Women and Bristol Bears Foundation (together known as “Bristol City Rugby Club”), Bristol Flyers and Bristol Women’s Football Club. All of these organisations together with Ashton Gate, Bristol Foundation and Bristol Sport (collectively referred to as “the Company” within this policy) acknowledge the duty of care to safeguard and promote the welfare of children.

This Policy outlines the procedures that the "Company" has put in place to allow you to raise any safeguarding concerns or suspected wrongdoing that you may have.

The “Company” is committed to conducting its business with honesty and integrity and expects all employees and volunteers to maintain the same high standards. It is always possible, however, for things to go wrong or for organisations to unknowingly harbour illegal or unethical conduct.

This “Company” promotes a culture of openness and accountability and this policy is intended to:

- i) encourage you to report any safeguarding concerns or suspected wrongdoing as soon as possible;
- ii) provide guidance on how you can raise those concerns; and
- iii) reassure you that you are able to raise genuine concerns in good faith without fear of reprisals.

Although you can make a disclosure to certain public authorities, the “Company” urges you to make any disclosures in the first instance to the “Company”. We strongly recommend that you seek advice from the “Company” before reporting a concern to anyone external.

### The Principals of the policy

Every young player and scholar(U18) are covered by this policy.

As a young player or scholar you can be the first to recognise concerns within your group. However, you may not feel that you can express your concerns due to fear that speaking up could be difficult for you to handle. You may also be afraid of harassment or victimisation and you may feel that it could be easier for you to ignore the concerns.

At the "Company", we encourage anyone to come forward and voice their concerns.

**Remember safeguarding is everyone's responsibility. Doing nothing is not an option.**

This policy details how you as a young player or scholar can raise concerns without fear of victimisation, discrimination or disadvantage.

This policy is intended to encourage and make it easier for you to raise concerns within the "Company".

It is in everyone's interest that all concerns and allegations of wrongdoing ('disclosures') are responded to and managed appropriately without delay.

This policy sets out how you can raise concerns about the welfare and safety of anyone who is involved in activities within the "Company". This can be called 'whistleblowing'. This policy explains how you can raise concerns and will also explain how you will get feedback.

The "Club" will aim to make sure that you:

- get a response to your concern;
- are made aware of how to take the concern further if you are not happy with the response; and
- are reassured that you will be protected from reprisals.

### **Safeguarding**

The "Company" realises that raising and reporting concerns is often difficult to do though fear of reprisals.

This policy is designed to offer protection to you if you raise a concern provided that your disclosure is made:

- in good faith; and
- you believe what you say to be true and you are not being malicious.

The "Company" will support you if you whistle blow and will not tolerate any bullying, harassment or victimisation. If any bullying, harassment or victimisation does occur, the "Company" will deal with it according to the "Company's" disciplinary policy and procedures.

### **Confidentiality**

The "Company" will do its utmost best to keep your identity confidential if you make an allegation/disclosure. If you make an allegation in accordance with this Policy, you should note you may need to give a statement that maybe needed to form part of the evidence.

If you need to be identified for any reason or it becomes apparent that you may be identified because of any subsequent investigation, you will be given notice, by a "Company" representative (usually the Company's Senior Safeguarding Officer) so that an opportunity is provided to discuss any likely consequences and support required.

## **Raising a concern or making an allegation**

If you wish to raise a concern you should do so either in writing or by speaking to the “Company’s” Senior Safeguarding Officer (SSO) or your Designated Safeguarding Officer {DSO}. Your concern needs to be as specific as possible including any names, dates, times and locations (where possible).

You can **E-mail:** [safeguarding@bristol-sport.co.uk](mailto:safeguarding@bristol-sport.co.uk) or phone 07880140411.

Or refer using “My Voice” anonymous referral system found on Club website.

If, after the course of an investigation, it has been found that your concerns or allegations are untrue or have not been substantiated then no action will be taken against you. If, however, it is established that you have made malicious allegations disciplinary action may be taken against you. In such cases, the “Company’s” disciplinary policy and procedures will apply.

All investigations of a safeguarding nature will initially be undertaken by the Company’s Senior Safeguarding Officer with support if necessary, from another member of the safeguarding team. However, should you feel that you have not received a satisfactory response to your concern you can approach the following people or organisations:

### **The Senior Safeguarding Officer for the “Company” is:**

Maggie Martin Senior Safeguarding Officer 07880140411.

### **Other key contacts are:**

**BCFC Academy DSO** Jen Owsley 07989771081

**BCFC Foundation DSO** Burnadette Phippen 07469280347

**BC Women’s DSO** Mark Humphrey 07786213684

**BB Academy DSO** Richard Berry 0738856903

**BB Foundation DSO** Craig Capel 07735285008

**Flyers DSO** Mike Edkins 07836383267

**Bristol City Foundation DSO** Lara Short 0117 963 0683

The English Football League Safeguarding Officer: Alex Richards, 01772325940

The Rugby Football League Safeguarding Officer: Viv Rymer 02088317479

## **Useful Contacts/Support**

- NSPCC Helpline 0808 800 5000
- ChildLine 0800 1111 / [www.childline.org.uk](http://www.childline.org.uk)
- Kidscape [www.kidscape.org.uk](http://www.kidscape.org.uk)
- Anti-Bullying Alliance [www.antibullyingalliance.org](http://www.antibullyingalliance.org)
- Contact the Ann Craft Trust safeguarding adult's advice helpline by calling 0115 951 5400.

**In an emergency or if someone is in immediate danger, call the Police on 999** (101 for non-emergencies).

### Anonymous Allegations

You may raise a concern anonymously (without identifying yourself), but you should consider that a concern that is raised anonymously can be more difficult to deal with. The "Company" will make the decision to investigate a concern raised anonymously based on:

- the seriousness of the issue and any safeguarding risks;
- the credibility of proving the allegation(s); and
- advice from the local authorities.

If you feel unable to disclose who you are you can report any safeguarding concerns to such agencies as the NSPCC helpline **0808 800 5000**.

Further contacts are on the Club safeguarding website or safeguarding leaflets.

**e-mail:** [help@nspcc.org.uk](mailto:help@nspcc.org.uk)

### Review

This policy will be reviewed by the Safeguarding Team each year, or sooner where new developments in guidance and legislation necessitate such a review, where factual clarification is required or changes to operational practices take place.

Date reviewed	Position	Owner
Dec 19	Executive Board	M. A. Martin
Dec 20	Executive Board	
Dec 21	Executive Board	
Dec 22	Executive Board	
Dec 23	Executive Board	