



Whistle-Blowing Policy

Introduction

Sherfield English Bowls Club aims to make our sport as safe as possible. Part of this mission is to recognise our responsibility in promoting a safe environment. To achieve this aim, we encourage anyone with genuine concerns about suspected malpractice, illegal acts or failure to comply with recognised policies, codes or standards to report their concerns without fear of reprisals or victimisation.

Who does this policy apply to?

This policy applies to all members, visitors and contractors of the Club.

What is whistle-blowing?

- Whistle blowing is an early warning system, raising concerns over misconduct or malpractice within our Club and we will not tolerate harassment or victimisation of a genuine whistle-blower. We comply with The Public Interest Disclosure Act
- For disclosures to be protected by the acts provision they must show that the individual believes one of more of the following is happening, took place in the past, or is likely to happen in the future:
 - A criminal offence
 - A breach of legal obligation
 - A financial or non-financial maladministration or malpractice
 - A failure to comply with the rules, regulations and policies of Bowls England, including but not limited to Equality, Safeguarding, Disciplinary and Anti-Doping
 - A miscarriage of justice
 - A danger to the health and safety of any individual
 - A damage to the environment
 - A deliberate concealment of information to any of the above
- This policy does not apply to any personal grievances concerning members of the Club, or other aspects of the working relationships such as complaints of bullying, harassment or disciplinary matters.
- A report or disclosure must not be made for the purposes of personal gain.
- Concerns must be raised in good faith and the individual must reasonably believe that the information disclosure is accurate.
- Individuals will not be penalised for raising disclosures, however malicious and false allegations will be regarded as a serious disciplinary offence.

Why should you disclose your concern?

- Sherfield English Bowls Club is committed to good practice and high standards.
- We recognise the decision to report a concern can be a difficult one to make. If a member believes what they are saying is true, they should have nothing to fear because what they are doing is right for the person concerned.

How to disclose a concern.

- Disclose your concern in a timely manner.
- Focus on the issues and proceed tactfully.
- Ensure they are factual and accurate, include any formal record of events.

Revision	Date	Notes
V1.0	Feb '26	First version for discussion
V2.0	Mar '26	Second version for discussion/implementation