



## Mid Kent Golf Club

### Safeguarding Children in Golf - Whistle-blowing Policy

Mid Kent Golf Club is committed to safeguarding children in golf and has adopted this whistle-blowing policy. This policy should be read together with the 'Definitions of Poor Practice, Harassment, Bullying and Abuse' document.

Staff, volunteers, PGA Professionals, coaches, referees, members, parents and other juniors may be the first to have concerns about a child's safety and welfare. However, they may be reluctant to express their concerns as speaking up may be difficult. They may also fear harassment or victimisation. In these circumstances it may seem easier to ignore the concern rather than report what may just be a suspicion of poor practice.

When individuals feel unable to follow the normal reporting procedures (Flowchart 2) or have already followed the procedure and consider that the issues have not been adequately addressed, they are encouraged to contact the NGB Child Protection Officer.

This process, known as "whistle-blowing", enables individuals to share their concerns, in confidence with the NGB CPO without fear of victimisation, subsequent discrimination or disadvantage. All concerns will be taken seriously and managed accordingly within the CiG Safeguarding and Child Protection Policy.

The NGB will fully support and protect those, who in good faith, report their concerns that someone has demonstrated poor practice or has abused, or may be, abusing a child. The NGB will do its best to protect the identity of the whistle blower when they raise a concern and do not want their name to be disclosed. However, depending on the seriousness of the allegation, particularly when it may be necessary to seek advice or inform the Police or Children's Social Care, it may not be possible to keep the source of the information hidden. The individual will be given prior notice of this and a chance to discuss the consequences. The NGB will ensure that support is available both during and following an incident or allegation.

In cases where you are required to take immediate steps regarding a serious incident of abuse, or you do not feel able to disclose your concerns to the NGB CPO, you must contact the Police, Children's Social Care or the NSPCC.