



Jersey Rugby Football Club Whistleblowing Policy August 2024

1. At Jersey Rugby Football Club (JRFC) we are committed to maintaining the highest standards of conduct and integrity. This whistleblowing policy provides a safe and confidential way for our members, employees and volunteers to raise concerns about any wrongdoing or unethical behaviour at the club.
2. This policy covers any concerns related to illegal activities, financial misconduct, safety breaches, discrimination, harassment or any other behaviour that goes against the club's values and code of conduct.
3. Where applicable, concerns or complaints raised, may be managed using other relevant procedures such as Safeguarding or RFU Disciplinary Procedures.
4. Procedures

Reporting a Concern

If you have a concern, you are encouraged to report it as soon as possible. You can do so by:

- **Speaking to a Club Official:** If you feel comfortable, report the issue to a coach, team manager, or any club official.
- **Contacting the Club Secretary:** If you prefer to remain more formal or anonymous, you can submit your concern in writing to the Club Secretary. Clearly state the details of the issue, including any evidence you may have.

Confidentiality

All whistleblowing reports will be treated in strict confidence. The club will make every effort to protect the identity of the whistleblower, unless disclosure is required by law.

Investigation

Once a report is received, the Club will conduct a thorough investigation to determine the validity of the concern. This may involve interviewing relevant parties and reviewing documentation. The whistleblower will be informed of the outcome when appropriate.

Protection

The Club is committed to ensuring that anyone who raises a concern in good faith will not suffer any form of retaliation or discrimination as a result. Any member found to be retaliating against a whistleblower will be subject to disciplinary action.

False Allegations

Making a report that is knowingly false or malicious is a serious offence and will be subject to disciplinary action.

Follow-Up

If you are not satisfied with how your concern has been handled, you may escalate the issue to the Club Chairperson, who will review the case and take appropriate action.

Should you remain dissatisfied following then you may wish to consider raising the issue with the relevant external body:

RFU - SpeakUp@RFU.com

HRFU – Hampshirerugby@yahoo.co.uk

Jersey Child & Early Years Service – ceys@gov.je