

# Whistleblowing Policy

## Definitions

In this Policy the following terms/expressions shall mean:

- ‘Middlesex Cricket’ encompasses Middlesex County Cricket Club (MCCC), and Middlesex in the Community (MITC)
- The terms ‘child’, refers to persons under the age of 18; also referred to as Young People. (The Children’s Act 1989 & 2004)
- The term “adults considered at risk” applies to those adults who have additional care and support needs as defined by the Care Act 2014
- The term ‘parent’ applies to anyone with guardianship or caring responsibilities for a child
- The term ‘staff’ applies to employees, volunteers, students, interns, agency workers, sessional workers, contractors, job applicants and trustees working for and on behalf of Middlesex Cricket
- The term ‘ECB’ stands for the England and Wales Cricket Board
- The term “Safe Hands” refers to ECBs Safe Hands Policy (2026)
- The Cricket Regulator refers to the independent body established by the England and Wales Cricket Board (ECB) to oversee compliance, anti-corruption, anti-doping, anti-discrimination, and safeguarding within cricket in England and Wales.

## Statement of Intent

Middlesex Cricket upholds the highest standards of integrity, transparency, and accountability. We are committed to an environment where every employee and stakeholder is empowered to identify and report misconduct. By providing clear channels for disclosure, we ensure that "speaking up" is not only encouraged but protected, reinforcing our dedication to a safe, and inclusive culture.

## Your Legal Rights

This policy has been written to take account of the Public Interest Disclosure Act 1998 which protects workers making disclosures about certain matters of concern, when those disclosures are made in accordance with the Act’s provisions and in the public interest. The Act makes it unlawful for Middlesex Cricket to dismiss anyone or allow them to be victimised on the basis that they have made an appropriate lawful

disclosure in accordance with the Act. Rarely, a case might arise where it is the employee that has participated in the action causing concern. In such a case it is in the employee’s interest to come into the open as soon as possible. Middlesex Cricket

cannot promise not to take appropriate action against such an employee, but the fact that they came forward may be considered.

### **Why This Policy is Important**

- ensure everyone is aware of what to do and the appropriate person to notify in the event of concerns around serious malpractice, breaches of regulations or criminal offences;
- provide a simple but effective way for you to raise serious concerns;
- ensure that you receive feedback on any action undertaken by us as a result of you raising a serious concern;
- ensure that you will be protected from reprisals or victimisation for having raised your concern in good faith;
- signpost you to further options available to you if you are dissatisfied with our response, or if we feel an internal investigation is not appropriate;
- allow Middlesex Cricket to take action against anyone who makes allegations in bad faith and/or publicly discloses information when it is unreasonable for them to do so.

### **Reasons for Whistleblowing**

Raising concerns about unacceptable practice or behaviour is a crucial step in:

- Preventing the problem from escalating or spreading.
- Protecting individuals and reducing potential risks to others.
- Avoiding potential personal implication in wrongdoing.
- Upholding the integrity and reputation of Middlesex County Cricket and Middlesex in the Community.
- Contributing to a safer and more positive environment for everyone involved in cricket.

## Examples of Concerns

Examples of the types of qualifying disclosures/concerns covered by this policy include:

- Malpractice which puts at risk the safety of children and/or young people;
- Malpractice which puts at risk the safety of an adult at risk;
- Malpractice that seriously affects the quality of service provision or puts our organisational reputation at risk;
- Inappropriate/sexual relationships between a member of staff or volunteer and a person who accesses our services;
- Fraud/financial irregularity;
- a serious breach of health and safety;
- A criminal offence; or
- Concealment of any of the above.

## Whistleblowing Procedure

Concern	Department	Contact
Children or Vulnerable Adult at risk	Safeguarding	<a href="mailto:Safeguarding@middlesexccc.com">Safeguarding@middlesexccc.com</a>
Conduct linked to internal staff	Human Resources	<a href="mailto:Chantel.maidwell@middlesexccc.com">Chantel.maidwell@middlesexccc.com</a>
EDI matters & Discrimination	EDI Lead	<a href="mailto:inclusion@middlesexccc.com">inclusion@middlesexccc.com</a>
MCCC Complaints	MCCC Chair	<a href="mailto:chair@middlesexccc.com">chair@middlesexccc.com</a>
MITC Complaints	MITC Lead Officer	<a href="mailto:jds@middlesexccc.com">jds@middlesexccc.com</a>
Threshold concerns (see Cricket Regulator Threshold Criteria)	Cricket Regulator	<a href="mailto:Safeguarding@cricketregulator.co.uk">Safeguarding@cricketregulator.co.uk</a>

## What Happens When You Raise a Concern?

When you raise a concern, you can expect the following:

- We will acknowledge receipt of your concern within five working days.
- All concerns will be treated with high levels of confidentiality. Concerns are shared on a 'need to know basis', your concern may be shared with the relevant person(s) or authorities to ensure the investigation can reach the most appropriate outcome.
- Your concern will be assessed objectively and fairly to determine the appropriate course of action.



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We will provide you with relevant information about the progress and outcome of the investigation, where appropriate and possible.

- Middlesex County Cricket have a zero-tolerance approach to harassment or victimisation of individuals who raise genuine concerns in good faith. Middlesex Cricket are responsible for ensuring your protection.

Following the outcome of the concern the following steps may be taken;

- An update of internal records/ policies or processes
- The relevant stakeholders will be notified e.g. ECB, Cricket Regulator, Leagues etc..
- The relevant action

### **Protection and Support**

All Middlesex Cricket employees will be asked to read and sign this policy on an annual basis.

You can also contact the independent whistleblowing charity, **Protect**, for confidential advice and support on **020 3117 2520** or online via their website: [www.protect-advice.org.uk](http://www.protect-advice.org.uk).

**Last Review:** April 2026

**Review Due:** April 2029

**Reviewed by:** Amber Wright, County Safeguarding Officer