



# WHISTLEBLOWING POLICY

YORKSHIRE CRICKET

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## 1. PRELIMINARY

### 1.1 Purpose

The Whistleblowing Policy (the **Policy**) seeks to ensure that all colleagues have a clear understanding of:

- the types of disclosures covered by whistleblowing law;
- how to make such disclosures at Yorkshire Cricket; and
- the protection and support available for whistleblowers.

### 1.2 Objectives

Yorkshire Cricket is committed to acting with honesty and integrity and expects all colleagues to maintain high standards.

Yorkshire Cricket strives to foster a culture of openness and accountability whereby all colleagues are encouraged to raise genuine concerns about possible illegal or unethical behaviour at the earliest opportunity, trusting that their concerns will be taken seriously, their confidentiality respected and that genuine concerns can be raised without fear of reprisal.

### 1.3 Scope

The Policy covers all employees and officer holders of Yorkshire Cricket. If you are not an employee or officer, for example a consultant, contractor, volunteer, work placement student or intern, you are still encouraged to make a disclosure in accordance with the Policy, however you may not have the same protections under law as an employee or office holder of Yorkshire Cricket.

The Policy does not form part of any employee's contract of employment and may be amended from time to time.

## 2. DEFINITIONS

Yorkshire Cricket	for the purposes of the Policy, Yorkshire Cricket refers to Yorkshire County Cricket Club and its subsidiaries, and Yorkshire Cricket Foundation
Whistleblowing	is reporting of suspected wrongdoing or dangers in relation to the activities or business of Yorkshire Cricket. This includes bribery, facilitation of tax evasion, fraud or other criminal activity, miscarriages of justice, health and safety risks, damage to the environment and any breach of legal or professional obligations.
Employee	is a person who has entered an employment relationship with Yorkshire Cricket, usually via an employment agreement.
Manager	is a senior employee who directs the work of other Yorkshire Cricket colleagues within a specific business unit or operational context.

## 3. POLICY

### 3.1 General

The Public Interest Disclosure Act 1998 (PIDA) provides protection to employees who “blow the whistle” about specific forms of malpractice and wrongdoing within their organisation. This means that if an employee genuinely believes that there is wrongdoing in the workplace, and that reporting

such wrongdoing is in the public interest, they can report this in accordance with this Policy their employment rights are protected.

Public interest includes one or more of the following matters that are either happening, have happened, or are likely to happen in the future:

- a criminal offence or activity;
- a failure to comply with a legal obligation;
- a miscarriage of justice;
- any action or inaction which could endanger an individual's health and safety;
- damage to the environment; or
- any attempt to deliberately conceal any of the above.

### **3.2 How to Raise a Concern**

We hope that in most cases you will be able to raise a concern with your Manager in accordance with our Grievance Review Guidelines. However, where you prefer not to raise it with your Manager, for any reason, you should complete the [form](#).

We will arrange a meeting with you as soon as possible to discuss your concern. You may bring a colleague or union representative to any meetings under this Policy. Your companion must respect the confidentiality of your disclosure and any subsequent investigation.

### **3.3 Confidentiality**

We hope that you will feel able to voice whistleblowing concerns openly under the Policy. Completely anonymous disclosures are difficult to investigate. If you choose to raise your concern anonymously, we will make every effort to keep your identity secret and only reveal it where necessary to those involved in investigating your concern.

### **3.4 External Disclosures**

The aim of the Policy is to provide an internal mechanism for reporting, investigating and remedying any wrongdoing in the workplace. In most cases you should not find it necessary to alert anyone externally.

The law recognises that in some circumstances it may be appropriate for you to report your concerns to an external body such as a regulator. We strongly encourage you seek advice before reporting a concern to anyone external. Protect operates a confidential helpline. Their contact details are in **3.5 Protection and Support**.

### **3.5 Protection and Support**

Yorkshire Cricket aims to encourage openness and will support whistleblowers who raise genuine concerns under this Policy, even if they turn out to be mistaken.

Whistleblowers must not suffer any detrimental treatment as a result of raising a genuine concern. If you believe that you have suffered any such treatment, you should inform the Director of People and Culture immediately. If the matter is not remedied, you should raise it formally using our Grievance Review Procedure.

You must not threaten or retaliate against whistleblowers in any way. If you are involved in such conduct, you may be subject to disciplinary action in accordance with our Investigation and Disciplinary Procedure.

If we conclude that a whistleblower has made false allegations maliciously, the whistleblower may be subject to disciplinary action in accordance with our Investigation and Disciplinary Procedure.

Protect operates a confidential helpline. Their contact details are 020 3117 2520 or [protect-advice.org.uk](http://protect-advice.org.uk).