



St Andrew's & All Saints

Partnering with God in the flourishing of our communities

Whistleblowing Policy

Version 1 - May 2022

St Andrew's is Registered Charity Number 1128973. All Saints is an Exempted Charity.

1. About this Policy

- 1.1 We are committed to honesty and integrity in our church life and we expect all involved to maintain high standards. Any suspected wrongdoing, including “covering up”, should be reported as soon as possible.
- 1.2 This policy covers all ministers, officers, employees and volunteers of both churches.

2. What Is Whistleblowing?

Whistleblowing is the reporting of suspected wrongdoing or dangers in relation to our activities. Such wrongdoing might include bribery, fraud or other criminal activity, miscarriages of justice, health and safety risks, damage to the environment and any breach of legal or professional obligations.

3. How to Raise a Concern

- 3.1 If a young person or vulnerable adult is at risk you should follow our normal safeguarding policy and procedures (contact details at end of this policy). If you are unable to follow these procedures, you should contact the Diocesan Safeguarding Adviser (DSA) on 07495 060869 without delay or the Police on 999. In an emergency, call emergency services on 999 and then the Diocesan Safeguarding Adviser as soon as practicable.
- 3.2 Otherwise, we hope that in many cases you will be able to raise any concerns with the person to whom you are responsible in the church. However, where you prefer not to raise it with that person for any reason, you should contact a Churchwarden. Contact details are at the end of this policy. You can raise your concern at any time about an incident that can happen in the past, is happening now, or you believe will happen in the near future.
- 3.3 We will arrange a meeting with you as soon as possible to discuss your concern. You may bring a friend, colleague or union representative to any meetings under this policy. Your companion must respect the confidentiality of your disclosure and any subsequent investigation.

4. Confidentiality

We hope that whistleblowing concerns can be voiced openly under this policy. Completely anonymous disclosures are difficult to investigate: you have the right to request this, but those people investigating may not have enough information to resolve your concern. If you want to raise your concern confidentially, we will make every effort to keep your identity secret and only reveal it where necessary to those involved in investigating your concern.

5. External Disclosures

- 5.1 The aim of this policy is to provide an internal mechanism for reporting, investigating and remedying any wrongdoing associated with church activities. In most cases you should not find it necessary to alert anyone externally.
- 5.2 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 to seek advice before reporting a concern to anyone external. Public Concern at Work operates a confidential helpline. Their contact details are at the end of this policy.

6. Protection and Support for Whistleblowers

- 6.1 We aim to encourage openness and will support whistleblowers who raise well-intentioned concerns under this policy, even if they turn out to be mistaken.
- 6.2 If you have raised a safeguarding concern with the Diocesan Safeguarding Adviser then they will usually liaise with the Rector about your support.
- 6.3 There is a confidential diocesan counselling service available to all clergy and licenced lay-workers in the diocese, as well as their spouses/partners, and dependent children who may self-refer as set out in the Diocesan Compendium Paper A15. The relevant church Parochial Church Council may on request be able to arrange access to this service for employees and volunteers.
- 6.4 Whistleblowers must not suffer any detrimental treatment as a result of raising a concern. If you believe that you have suffered any such treatment, you should inform a Churchwarden or the Rector immediately. If you are an employee and the matter is not remedied you should raise it formally using our Grievance Procedure in the staff handbook.
- 6.5 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 some cases, the whistleblower could have a right to sue you personally for compensation in an employment tribunal.
- 6.6 However, if we conclude that a whistleblower has made false allegations maliciously or with a view to personal gain, the whistleblower may be subject to disciplinary action.
- 6.7 Public Concern at Work operates a confidential helpline. Their contact details are at the end of this policy.

7. Contacts

Safeguarding Officer (both churches)	Val Fane Tel 07905 217078 Email: safeguarding@standrewsandallsaints.org
Churchwardens (St Andrew's)	Lis Whybrow & Nick Fane Email: wardens@standrewsmalvern.uk
Churchwardens (All Saints)	Janet Finch & Patience Broad Email: wardens@allsaintsmalvern.co.uk
Rector	Dave Bruce Tel: 01684 565490 Email: rector@standrewsandallsaints.uk
Public Concern at Work (Independent whistleblowing charity)	Helpline: (020) 7404 6609 E-mail: whistle@pcaw.co.uk Website: www.pcaw.co.uk