

ST SAVIOUR'S CHURCH PAROCHIAL CHURCH COUNCIL
WHISTLEBLOWING POLICY

1. About this Policy

1.1 The PCC is 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, volunteers, employees and casual workers and volunteers who are appointed by the Parochial Church Council.

1.3 This policy does not form part of any employee's contract of employment and we may amend it at any time.

1.4 Safeguarding issues are covered by the Church's Safeguarding Policies and Procedures and any concerns must be raised immediately with the Parish Safeguarding Officer (PSO).

2. What Is Whistleblowing?

Whistleblowing is the reporting of suspected wrongdoing or dangers in relation to our activities. This includes 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. It also includes matters specific to this workplace, namely policies and organization relating to our health and safety procedures and safeguarding procedures and the management of our services and events.

3. How to Raise a Concern

3.1 If you are concerned about a child, young person or vulnerable adult you should raise your concern with the Parish Safeguarding Officer (PSO) under the Diocese/ Church's Safeguarding Procedures. However, if a child, young person or vulnerable adult is at immediate risk and you cannot contact the PSO or clergy you should contact the Diocesan Safeguarding Adviser or the Police on 999 in accordance with the Church's Safeguarding Policy. In an emergency, call emergency services on 999 and then the Diocesan Safeguarding Adviser as soon as practicable.

3.2 If you have received a direct allegation of abuse, but the child/adult is not in immediate danger you should contact the PSO without delay, and in all

circumstances within 24 hours, who will liaise with the Diocesan Safeguarding Adviser (DSA)

3.3 If your concern is about any other issue the PCC hope that in many cases you will be able to raise any concerns with the person to whom you are responsible. However, where you prefer not to raise it with that person for any reason, you should contact a Churchwarden, or the Rector, Rev.Graham Shaw. Contact details are at the end of this policy.

3.4 The Churchwardens or the Rector will arrange a meeting with you as soon as possible to discuss your concern. You may bring a friend to any meeting under this policy. Your friend must respect the confidentiality of your disclosure and any subsequent investigation. We will give you feedback regarding the investigation including timescales for action where possible.



4. Confidentiality and Fairness

4.1 The PCC hope that whistleblowing concerns can be voiced openly under this policy. Completely anonymous disclosures are difficult to investigate. If you want to raise your concern confidentially, the PCC will make every effort to keep your identity secret and only reveal it where necessary to those involved in investigating your concern or if there is a legal obligation to break that confidentiality.

4.2 The PCC commit to treat all disclosures consistently and fairly.

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.

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 (eg the Charity Commission) or the police. We strongly encourage you to seek advice before reporting a concern to anyone external. Public Protect operates a confidential helpline. Their contact details are at the end of this policy.

6. Protection and Support for Whistleblowers

6.1 The PCC aim to encourage openness and will support whistleblowers who raise genuine 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 (DSA) then the DSA will usually liaise with the PSO or the Rector about your support. Following a safeguarding disclosure there is no obligation to provide you with feedback relating to the disclosure as the confidentiality issues and the matter will be in the hands of the DSA.

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. The PCC may on request be able to arrange access to this service for the PCC's volunteers and employees.

6.4 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 Churchwarden or Rector immediately. If you are an employee and the matter is not remedied, you should raise it formally using our Grievance Procedure.

7. Contacts

Churchwarden	Deborah Pepper Via the Church Office 01483 455333 Churchwardens@stsaviours.org
Rector	Rev Graham Shaw 01483 455333 graham.shaw@stsavioursguildford.org
Protect (Independent whistleblowing charity)	Helpline: 020 3117 2520 Website: www.protect-advice.org.uk

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