

# Whistleblowing Policy

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## 1. The Purpose of this Policy

The purpose of this policy is:

- 1.1.1 To encourage employees or volunteers to report suspected wrongdoing as soon as possible, in the knowledge that their concerns will be taken seriously and investigated as appropriate, and that their confidentiality will be respected.
  - 1.1.2 To provide employees or volunteers with guidance as to how to raise those concerns.
  - 1.1.3 To reassure employees or volunteers that they should be able to raise genuine concerns without fear of reprisals, even if they turn out to be mistaken.
- 1.2 This policy does not form part of any contract of employment or other contract to provide services, and we may amend it at any time.
- 1.3 This policy applies to all employees, officers, volunteers, and workers of The King's Church.

## 2. What is Whistleblowing?

- 2.1 Whistleblowing is the reporting of suspected wrongdoing or dangers in relation to our activities. 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.

## 3. Confidentiality

- 3.1 We hope that staff will feel able to voice whistleblowing concerns openly under this policy. Completely anonymous disclosures are difficult to investigate, and we encourage employees not to make anonymous disclosures.
- 3.2 If an employee or volunteer wants to raise their concern confidentially, we will make every effort to keep their identity secret and only reveal it where necessary to those involved in investigating their disclosure. If it is necessary for anyone investigating the disclosure to know the complainant's identity this will be discussed with them when the initial complaint is made.

## 4. How to Raise a Concern

- 4.1 We want every employee or volunteer to be able to raise any concerns with their manager/role leader. However, where they would prefer not to raise it with their manager/role leader for any reason, they should contact a Deacon, Trustee or Overseer.

- 4.2 Contact information for people who we recommend people to make a disclosure to is included at the bottom of this policy.
- 4.3 We will arrange a meeting with any complainant as soon as possible to discuss their concern. They may bring a friend, member of the church or union representative, if they are employed to any meetings under this policy. Their companion must respect the confidentiality of the disclosure and any subsequent investigation.

## 5. External Disclosures

- 5.1 The aim of this policy is to provide an internal mechanism for reporting, investigating and remedying any wrongdoing in the workplace.
- 5.2 The law recognises that in some circumstances it may be appropriate for the employee or volunteer to report their concerns to an external body such as a regulator.
- 5.3 To help anyone know who to contact Protect operates a confidential helpline. Their contact details are at the end of this policy.

## 6. Protection and Support for Whistleblowers

- 6.1 It is understandable that whistleblowers are sometimes worried about possible repercussions. We aim to encourage openness and will support staff and volunteers who raise genuine concerns under this policy, even if they turn out to be mistaken.
- 6.2 Whistleblowers will not suffer any detrimental treatment as a result of raising a genuine concern. If they believe that they have suffered any such treatment, they should inform an Overseer or Trustee immediately.
- 6.3 Any leader, staff member or volunteer who threatens or retaliates against whistleblowers in any way may be subject to disciplinary action.
- 6.4 However, if we conclude that a whistleblower has made false allegations maliciously, the whistleblower may be subject to disciplinary action.

## 7. Contacts

- 7.1 The following people can be contacted to report whistleblowing where you do not feel comfortable going to your line manager / role leader:

JOB TITLE	EMAIL
Deacons	deacons@kingswisbech.org.uk
Overseers	overseers@kingswisbech.org.uk
Trustees	trustees@kingswisbech.org.uk

- 7.2 You can also approach Protect, an independent whistleblowing charity by telephone at 020 3117 2520 or at their website <https://protect-advice.org.uk>.