**Whistleblowing Policy**

The Vicar, Churchwardens and Parochial Church Council of All Saints Church are fully committed to the importance of having a clear ‘whistleblowing’ policy in place in case anyone associated with the church (i.e. employees, members of the congregation and volunteers) feels that they have a concern about some aspect of the life or work of the church which needs to be formally reported. The purpose of a whistleblowing policy is to ensure that anyone who feels a need to report a concern will know that there is a clear reporting procedure in place and also that there will be no adverse consequences for the person making the report.

The policy is that guidance on whistleblowing (see below) will be made available to all members of the All Saints community setting out how a concern should be reported, what will happen as a result of such a report, and what a concerned person should do if it is felt that the response to the report has not been adequate or appropriate.

**Rev. Joe Moffatt John Dewhurst Roshan Jathanna**

**Vicar Churchwarden Churchwarden**

**Date:** ………………………………………………

**Whistleblowing: a guide for the PCC, employees and members of the congregation**

**1. What is a whistleblower?**

* You’re a whistleblower if you’re an employee of All Saints Church, a member of the congregation or a volunteer and you report certain types of wrongdoing. This will usually be something you’ve seen or heard of in or around the church.
* The concern you disclose must be in the public interest. This means it must affect others, e.g. the congregation or the general public.
* As a whistleblower you’re protected by law. You shouldn’t be [treated unfairly or, if you’re an employee, lose your job](https://www.gov.uk/whistleblowing/treated-unfairly-after-whistleblowing) because you ‘blow the whistle’.
* You can raise your concern at any time about an incident that happened in the past, is happening now, or you believe will happen in the near future.

**Complaints that count as whistleblowing**

* You’re protected by law if you report any of the following:
* a criminal offence, e.g. fraud
* a danger to someone’s health and safety
* risk or actual damage to the environment
* a miscarriage of justice
* the organisation is breaking the law, e.g. it doesn’t have the right insurance
* you believe someone is covering up wrongdoing

**Complaints that don’t count as whistleblowing**

* Personal grievances (e.g. bullying, harassment, discrimination) aren’t covered by whistleblowing law, unless your particular concern would affect the public interest in some way.

**2. Who to tell and what to expect**

* You should tell the Vicar in the first instance or, if there is no Vicar in post at the time or the concern is about the Vicar, one of the Churchwardens (who are called ‘prescribed persons’).
* If you don’t want to report your concern in this way, you can tell the Archdeacon of Wandsworth, who has oversight of All Saints on behalf of the Bishop of Southwark.
* You can report your concern anonymously, but it might not be possible for matters to be taken further if you haven’t provided sufficient information.
* You can give your name but request confidentiality. In this case, the person you tell must make every effort to protect your identity.
* If you report your concern to the media, in most cases you’ll lose your whistleblowing law rights.

**What the Vicar or a prescribed person will do**

* The Vicar or the prescribed person will listen to your concern and decide if any action is needed. You may be asked for further information.
* You must say straight away if you don’t want anyone else to know it was you who raised the concern.
* You won’t have a say in how your concern is dealt with.
* The Vicar or the prescribed person will keep you informed about the action they’ve taken, but they can’t give you much detail if they have to keep the confidence of other people.
* A prescribed person can’t help you with your relationship with your employer.

**If you’re not satisfied with the way your concern has been dealt with**

* Tell someone else (e.g. a member of the PCC) if you believe your concern wasn’t taken seriously or the wrongdoing is still going on.

**3. If you’re treated unfairly after whistleblowing**

* If you are an employee, you can take a case to an [employment tribunal](https://www.gov.uk/employment-tribunals) if you’ve been treated unfairly because you’ve blown the whistle. If you reported your concern anonymously, you may find it harder to argue that your unfair treatment was as a result of your whistleblowing.
* If you are a member of the congregation or local community and have been treated unfairly because you have blown the whistle you can contact the Kingston Area Office for the Diocese of Southwark on 020 8545 2440.

**Rev. Joe Moffatt John Dewhurst Roshan Jathanna**

**Vicar Churchwarden Churchwarden**