



St Stephen's and St Wulstan's
knowing Jesus + making Jesus known

Whistleblowing Policy

Version Control:

Version no.	Drafted	Adopted
2022.1	September 2022	29 th November 2022
2025.1	March 2025	25 th March 2025

This policy was adopted by St Stephen's and St Wulstan's PCC at their meeting held on 25th March 2025.

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, volunteers, employees and casual workers who are appointed by the Parochial Church Council (PCC).
- 1.3 This policy does not form part of any employee's contract of employment and we may amend it at any time.

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.

What concerns cannot be raised as whistleblowing under this policy?

- 2.1 Safeguarding concerns: For safeguarding concerns please contact the Parish Safeguarding Co-Ordinator. Their details are available on our website and on noticeboards in our buildings.
- 2.2 Concerns about our response to safeguarding concerns: If you think that our Safeguarding policies and procedures have not been followed correctly or they have been implemented unfairly, please refer to our Parish Safeguarding Complaints Procedure.
- 2.3 Concerns about other organisations: If you have concerns about the behaviour of another Church of England organisation, you should raise them through that organisation, following any whistleblowing procedures it has.
- 2.4 Employment related concerns: This policy does not deal with any complaints employees may have about their own employment position, which should be addressed through the church's Grievance Procedure.

3. How to raise a concern

- 3.1 Otherwise, we 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 Incumbent. Contact details are at the end of this policy.
- 3.2 We will arrange a meeting with you as soon as possible to discuss your concern. You may bring a friend or colleague 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. 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.
- 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 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 genuine concerns under this policy, even if they turn out to be mistaken.
- 6.2 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 a Churchwarden or the Incumbent immediately.
- 6.3 We recognise that we must not threaten or retaliate against whistleblowers in any way. If someone is involved in such conduct they may be subject to disciplinary action.
- 6.4 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.
- 6.5 Public Concern at Work operates a confidential helpline. Their contact details are at the end of this policy.

7. Policy review

This policy should be reviewed every 3 years.

8. Contacts

Churchwardens	Mrs Cordelia Checketts Mr Richard Phillips
Incumbent	Rev. Chris Hobbs 01214720050 chris.hobbs@sssw.org.uk
Public Concern at Work (Independent whistleblowing charity)	Helpline: 020 7404 6609 E-mail: whistle@pcaw.co.uk Website: www.pcaw.co.uk

