



St Thomas' Church, Kilnhurst Whistleblowing Policy

Introduction

The bible calls all Christians to live lives of holiness and to act blamelessly (Eph 5:1-5). While sin remains a reality in all of us, leaders are called to set an example to others (Mt 5:16; 2 Tim 5:15) and to conduct themselves in a way that is above reproach (1 Tim 3:2; Tit 1:6).

St Thomas' 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. This policy covers everyone within St Thomas, including ministers, officers, employees and volunteers who have been appointed by the Parochial Church Council. This policy does not form part of any employee's contract of employment and may be amended at any time. Disciplinary matters relating to Clergy are handled under separate arrangements by the Bishop and his staff team.

What is Whistleblowing?

Whistleblowing is the reporting of suspected wrongdoing or dangers relating to activities within our church. This includes but is not limited to the following:

- Bribery
- Fraud
- Miscarriages of Justice
- Health & Safety risks
- Damage to the environment
- Breach of legal or professional obligations

How to Raise a Concern

If the concern is for a child or vulnerable adult who you think is at immediate risk, you should contact anyone listed in the Safeguarding Policy for Youth & Children's Work under "What to do if you receive an allegation of, or suspect abuse of any kind" (full contact details are at the end of this policy). If all are implicated then you should contact a responsible external agency, e.g. The Diocesan Safeguarding Adviser (Sian Checkley), Social Services and/or the NSPCC. If you have received a direct allegation of abuse, but the child/adult is not in immediate danger then use the same procedure as above without delay and always within 24 hours.

Vicar (Interim)	-	Matthew Lawes
Children's Worker	-	(currently in recruitment)
Children Advocate	-	Simon Langmead
Church Wardens	-	Simon Langmead and Paul Bulman
Parish Safeguarding Officer	-	Anne McCormick

A meeting will be arranged as soon as possible to discuss your concerns. You may bring a friend or colleague to any meetings covered under this policy. You should choose a companion whom you trust to respect your wishes regarding the confidentiality of your disclosure and any subsequent investigation

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.

External Disclosure

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. The law recognises that in some circumstances it may be appropriate for you to report

your concerns to an external body. We strongly advise you to seek advice before reporting a concern to anyone externally, if this is a work issue then you can get help from Public Concern at Work (full contact details at the end of this policy).

Protection and Support for Whistleblowers

We aim to encourage openness and will support Whistleblowers who raise genuine concerns under this policy even if they turn out to be mistaken. Whistleblowers must not suffer any detrimental treatment as a result of raising a genuine concern. If you believe that you have suffered such treatment, then you should inform a Church Warden or the Vicar. If you are an employee and the matter is not remedied, you should raise it formally using our Grievance Procedure (see separate document).

Threats or retaliation of Whistleblowers will not be tolerated and if anyone is involved in such conduct then they will be subject to disciplinary action.

Contacts

Name	Position	Tel No	Email
St Thomas Contacts			
Matthew Lawes	Vicar (Interim)	01709 589 674	Matthew.lawes@kilnhurst-st-thomas.org.uk
Jane Proudman	PCC Secretary	01709 589 674	office@kilnhurst-st-thomas.org.uk
Simon Langmead	Church Warden /Children's Advocate	07754 196 008	
Paul Bulman	Church Warden	01709 589 674	
Anne McCormick	Parish Safeguarding Officer	07717 949 589	
Sheffield Diocese Contacts			
Sian Checkley	Diocesan Safeguarding Adviser	07741 013 775	Sian.checkley@sheffield.anglican.org
External Contacts			
NSPCC		0808 800 5000	
Public Concern at Work		020 7404 6609	whistle@pcaw.co.uk

Reverend Matthew Lawes, Vicar (Interim)

Dr Simon Langmead, Church Warden

Mr Paul Bulman, Church Warden

Date: