

**St. Mary the Virgin Church, Temple Balsall
Birmingham Diocese
set within the Foundation of Lady Katherine Leveson**

Parish Whistleblowing Policy

Background

To fulfil our commitment to safeguard and promote the welfare of children, all organisations that provide services for, or work with, children or vulnerable adults are required to have appropriate whistleblowing procedures, and a culture that enables issues about safeguarding and promoting the welfare of children to be addressed.

Whistleblowing may also apply to situations of unacceptable practice, performance or behaviour in situations unrelated to children or adults who may be vulnerable, and these same principles can be applied.

The Public Interest Disclosure Act 1998 gives workers legal protection against being dismissed or penalised as a result of publicly disclosing certain serious concerns. Whilst the Act does not provide the same protection for volunteers, churches should adopt the same approach in their protection.

Members of a congregation are therefore encouraged to acknowledge their individual responsibility to bring matters of unacceptable practice, performance or behaviour to the attention of the Vicar.

It is often the case that a co-worker or co-voluntary worker may be the first to recognise that something is wrong but may not feel able to express concerns, feeling that this would be disloyal; he or she may fear harassment or victimisation. These feelings, however, natural, must never result in a child or adult who may be vulnerable continuing to be unnecessarily at risk.

Reasons for whistleblowing:

- To prevent the problem worsening or widening
- To protect or reduce risks to others
- To prevent becoming implicated oneself.

What stops people from whistleblowing:

- Starting a chain of events which spirals out of control
- Disrupting the work or project
- Fear of getting it wrong
- Fear of repercussions or damaging careers or reputations
- Fear of not being believed

How to raise a concern:

- Concerns, suspicions or uneasiness about practice or behaviour of an individual should be voiced as soon as possible to the Incumbent
- If the concern is about the Incumbent inform the Archdeacon and Bishop's Safeguarding Adviser (Contact details are supplied at the end of this Policy)
- Be specific about what practice is concerning, what has been heard or what has been observed
- Ideally put concerns in writing, outlining the background and history, and providing dates and times
- Provide as many facts as possible; do not rely on rumour or opinion
- You are encouraged to put your name to any disclosure; however, any concern raised anonymously will be considered at the discretion of the church, taking into account the seriousness of the issue raised, the credibility of the concern and the likelihood of confirming the allegation from attributable sources.

What happens next:

- If the concern about practice, performance or behaviour relates to safeguarding children or adults who may be vulnerable, it will be investigated according to the procedures for allegations
- If the concern does not relate to safeguarding children or adults who may be vulnerable, it will be investigated according to complaints and grievance procedures
- The whistleblower is not expected to prove the truth of a concern or investigate it
- Within the bounds of confidentiality, the whistleblower will be given as much information as possible on the nature and progress of any enquiries
- The Incumbent will ensure that the whistleblower is not harassed or victimised
- In the event of the concern being about the Incumbent, the Archdeacon will ensure that the whistleblower is not harassed or victimised
- No action will be taken against a whistleblower if the concern proves to be unfounded and was raised in good faith
- Malicious allegations from a whistleblower will be considered very seriously and may result in disciplinary action in the case of a paid employee or office holder

Contact details

Archdeacon: The Ven. Simon Heathfield
Tel - 0121 426 0437
email - archdeacons@cofebirmingham.com

Bishop's Safeguarding Adviser: Steph Haynes
Tel - 07342 993844
email - StephH@cofebirmingham.com

Incumbent: Reverend Kathleen Lloyd-Roberts
Tel - 01564 772415 / 07523 690927

email - klloydroberts@leveson.org

Public Concern at Work
(Independent whistleblowing charity)
Helpline: (020) 7404 6609
E-mail: whistle@pcaw.co.uk
Website: www.pcaw.co.uk

Adopted by the PCC on 15 March 2021

Incumbent.....

Warden.....

Warden.....