

## Whistleblowing Policy

Whistleblowing is when someone reports wrongdoing that is in the public interest. This is usually something they've seen at work but not always. The wrongdoing might have happened in the past, be happening now, or be something the whistleblower is concerned may happen soon.

Examples include (but are not limited to):

- a criminal offences
- somebody failing to comply with a legal obligation
- a miscarriage of justice
- a risk to the welfare or safety of a child
- a risk to the health and safety of any individual
- damage to the environment
- the deliberate concealing of information relating to any of the above

This policy does not replace the Employee Grievance Procedure which should be used if an employee has an issue with their own personal situation.

Whistleblowing applies where an employee or volunteer reasonably believes that any information or allegations are substantially true. It does not apply to disclosure made in bad faith (for example to cause trouble in the organisation) or for personal gain.

### What to do

An employee or volunteer should contact the CEO, Juli Thompson. If the concern or allegation involves the CEO, or the employee or volunteer does not feel comfortable raising the matter with the CEO, then they should contact the Chair of Trustees, Roland Clark, or any other member of the Board of Trustees. Any of these will treat the matter in strictest confidence.

It is likely that the matter will then be investigated, and the employee or volunteer may be required to attend a hearing as a witness. They will be supported to do this.

For safeguarding concerns you can also (or instead) contact the NSPCC Whistleblowing Advice Line on 0800 028 0285 or [help@nspcc.org.uk](mailto:help@nspcc.org.uk). You should do this if:

- you believe Inn Churches doesn't have clear safeguarding procedures to follow
- concerns aren't dealt with properly or may be covered up
- a concern that was raised hasn't been acted upon
- you are worried that repercussions are likely to arise if you raise a concern.

Legislation across the UK ensures that you shouldn't be treated unfairly or detrimentally, or lose your job, because you 'blow the whistle'.

Similarly, nobody should threaten or retaliate against a whistleblower, otherwise they will be subject to disciplinary action, and open themselves up to being personally sued for compensation.