



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 (Linda Langthorne), 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.

The Vicar	-	Andy Brewerton
The Curate	-	Tom Brown
Children's Worker	-	Lydia Proudman
Pastoral Worker	-	Jenny Newman
Children Advocate	-	Simon Langmead
Church Wardens	-	Simon Bradshaw and Colin Proudman
Church Safeguarding Officer	-	Jane Proudman

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			
Andy Brewerton	Vicar	01709 589 674	vicar@kilnhurst-st-thomas.org.uk
Tom Brown	Curate	07825 913 286	tom@kilnhurst-st-thomas.org.uk
Jenny Newman	Pastoral Worker	07471 199 360	jenny@kilnhurst-st-thomas.org.uk
Lydia Proudman	Children's Worker	07511 776 617	lydia@kilnhurst-st-thomas.org.uk
Amanda Brewerton	Mission Partnership Development Worker	01709 589 674	office@kilnhurst-st-thomas.org.uk
Simon Langmead	Children's Advocate	07754 196 008	
Simon Bradshaw	Church Warden	07708 804 484	
Colin Proudman	Church Warden	07538 867 422	
Jane Proudman	Parish Safeguarding Officer	07904 383 548	
Sheffield Diocese Contacts			
Linda Langthorne	Diocesan Safeguarding Adviser	01709 309149	linda.langthorne@sheffield.anglican.org
External Contacts			
NSPCC		0808 800 5000	
Public Concern at Work		020 7404 6609	whistle@pcaw.co.uk

The Rev'd Andy Brewerton, Incumbent

Mr Colin Proudman, Churchwarden

Dr Simon Bradshaw, Churchwarden

Date