

St John's Church Farncombe – Whistleblowing Policy

We encourage a culture where whistleblowing, or speaking out, is seen as a normal part of upholding our values. Whistleblowing, or speaking out, is the disclosure of information which relates to suspected wrongdoing (generally a breach of a legal, statutory or regulatory requirement or unethical, immoral behaviour). This may include:

- Breach of a legal requirement – e.g. safeguarding, health & safety obligations.
- General malpractice – such as immoral, illegal or unethical conduct.
- Gross misconduct – e.g. theft, fraud, assault, sexual harassment, etc.
- Financial irregularity - fraud, bribery, or money laundering.
- Failure to comply with the corporate governance policy or other compliance matter.
- Deliberate non-compliance, to the detriment of the organisation, with the stated policies, procedures or any underhand dealings or practices.
- Deliberate concealment of any of the above.

If you have concerns related to any of the above, you should speak out in accordance with this policy. Concerns of a personal nature (eg bullying, harassment, discrimination) are not covered by whistleblowing law, unless the case is in the public interest. These matters and concerns about treatment at work that are not bullying, harassment or discrimination should be addressed through other means. If Safeguarding concerns, directly affecting children or vulnerable adults, are raised they will be referred to the Safeguarding Team according to the Safeguarding Policy.

Protected Disclosures

An individual making a “protected disclosure” is given statutory protection from victimisation under the Public Interest Disclosure Act 1998, provided the disclosure is in the public interest. This means individuals making a protected disclosure are protected from unfair dismissal and any detrimental treatment, because of the disclosure. A “protected disclosure” is any disclosure of information which, in reasonable belief of the individual making the disclosure, tends to show one or more of the following has been committed, is being committed or is likely to be committed:

- A criminal offence
- A failure to comply with any legal obligation
- A miscarriage of justice
- The putting of someone's health or safety in danger
- Damage to the environment
- Deliberate concealment of information relating to any of the above.

By law, you'll be protected as a whistleblower if you can show it's reasonable for you to believe that what you disclose:

- fits into one of the categories of a qualifying disclosure above, and
- is in the public interest

You can make a disclosure about an issue that's happened at any time, including if it's likely to happen in the future. Certain instances of wrongdoing, for example, breaches of codes of conduct, or inappropriate cutting of corners and systematically careless procedures or attitudes, may not constitute a protected disclosure. However, speaking out on these issues is encouraged to allow us to

address these issues and those raising such concerns will be protected in the same way as if it were a protected disclosure.

Process

Disclosures will normally be made to the incumbent.

If you are unsure the incumbent will act, or if the incumbent is implicated in the alleged wrongdoing, you should contact the Archdeacon.

Adopted by the PCC

Signed

Rector