

### **St Edmund's Church Whistleblowing Policy**

1. To fulfil their commitment to safeguard and promote the welfare of children, all organisations that provide services for, or work with, children or are required to have appropriate whistleblowing procedures, and a culture that enables issues about safeguarding and promoting the welfare of children to be addressed.
2. Whistleblowing also applies to internal or external disclosure of malpractice and serious suspected wrongdoing, as well as illegal acts or omissions, at work in situations unrelated to children or adults who may be vulnerable, and these same principles can be applied.
3. 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, St Edmund's Church adopts the same approach in their protection.
4. The policy of St Edmund's Church is to safeguard the interests of any of its employees, workers, Office holders or volunteers when they act as alerters regarding any neglect or abuse, mental, physical, emotional, sexual, racial/ethnic or financial, of service users or any similar abuse of colleagues.
5. St Edmund's Church accepts that it is bound by legislation in the Public Interest Disclosure Act 1998 and guarantees that procedures will be invoked in ways which do not prejudice the whistleblower's own position and prospects.
6. St Edmund's Church will protect the employee, worker, Office Holder or volunteer against victimisation when they act as alerters, and provide support throughout the investigation process.
7. St Edmund's Church is committed to ensuring that employees, Office Holders, workers and volunteers:
  - 7.1. Have knowledge and understanding of protection procedures;
  - 7.2. Are committed to emphasizing that harassment is unacceptable;
  - 7.3. Are enabled to identify oppressive abuse when it occurs;
  - 7.4. Are informed regarding their individual duty to act to protect service users ;
  - 7.5. Are made aware of measures to safeguard their interests if they act as whistleblowers;
  - 7.6. Are made aware of their rights under the Public Interest Disclosure Act 1998.

**Procedure:**

8. St Edmund's Church encourages employees, workers, Office Holders and volunteers to regard it as their duty to St Edmund's Church and their professional obligation to raise legitimate concerns about suspected misconduct by colleagues, managers or those with whom they work.
9. St Edmund's Church sees its employees, workers, Office Holders and Volunteers in the roles of alerters to promote the safeguarding of the rights of others, to log any concerns and report such concerns to the Parish Safeguarding Officer and the Diocesan Safeguarding Adviser. Alerters are not being asked to verify or prove that concerns are true.
10. Anybody who is concerned about any malpractice but unsure whether to blow the whistle or are unclear about how to go about blowing the whistle may obtain free expert help from the independent charity, **Protect** (formerly Public Concern at Work), The Green House, 244-254 Cambridge Heath Road, London E2 9DA Telephone 020 3117 2520.

**MARCH 2025 REVIEW**

This policy was adopted by St Edmund's Church, Roundhay, at a PCC meeting on 18 MARCH 2019 and changes made at a PCC meeting on 16<sup>th</sup> January 2023.

At a meeting of the PCC held on 17<sup>th</sup> March 2025 PCC were content one minor change was required and made to the document and it was approved for use for the forthcoming year.

Signed for and on behalf of the PCC by:

*M. Lepine*

17/03/25

*Michelle Lepine*

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