



**ST. LUKE'S  
CHURCH**  
L O D G E M O O R

## ST LUKE'S CHURCH

### 'WHISTLE-BLOWING' POLICY

To fulfil their commitment to safeguard and promote the welfare of children and vulnerable adults, St Luke's Church is committed to encouraging a culture that enables issues about safeguarding and promoting their welfare, to be addressed.

Whistle-blowing 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, St Luke's Church adopt the same approach in their protection.

Members of the congregation are encouraged to acknowledge their individual responsibility to bring matters of unacceptable practice, performance or behaviour to the attention of the Safeguarding Officer, Vicar/Minister or Churchwardens, as appropriate.

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.

#### How to raise a concern: <sup>[1]</sup><sub>[SEP]</sub>

- Concerns, suspicions or uneasiness about practice or behaviour of an individual should be voiced as soon as possible to the Safeguarding Officer, Vicar/Minister or Churchwardens, as appropriate.
- If the concern is about the Incumbent, inform the Archdeacon and Diocesan Safeguarding Adviser (DSA).
- Be specific about what practice is concerning, what has been heard or what has <sup>[1]</sup><sub>[SEP]</sub> been observed. <sup>[1]</sup><sub>[SEP]</sub>
- Ideally put concerns in writing, outlining the background and history, and providing <sup>[1]</sup><sub>[SEP]</sub> dates and times. <sup>[1]</sup><sub>[SEP]</sub>
- Provide as many facts as possible; do not rely on rumour or opinion. <sup>[1]</sup><sub>[SEP]</sub>
- You are encouraged to put your name to any disclosure; however, any concern <sup>[1]</sup><sub>[SEP]</sub> raised anonymously will be considered taking into account the seriousness of the issue raised, the credibility of the concern and the likelihood of confirming the allegation from attributable sources.
- Any disclosure will be treated with the utmost confidence.

#### What happens next:

- If the concern about practice, performance or behaviour relates to safeguarding children or adults who may be vulnerable, it should be investigated according to the procedures for allegations. <sup>[1]</sup><sub>[SEP]</sub>
- If the concern does not relate to safeguarding children or adults who may be vulnerable, it should be investigated according to complaints and grievance procedures. <sup>[1]</sup><sub>[SEP]</sub>
- The whistle-blower is not expected to prove the truth of a concern or investigate it. <sup>[1]</sup><sub>[SEP]</sub>
- Within the bounds of confidentiality, the whistle-blower should be given as much <sup>[1]</sup><sub>[SEP]</sub> information as possible on the nature and progress of any enquiries. <sup>[1]</sup><sub>[SEP]</sub>

St Luke's Church, Lodge Moor is a Local Ecumenical Partnership between the Anglican, Baptist,  
Methodist and United Reformed Churches in Lodge Moor  
Registered Charity No. 1136795

- Every effort will be made to ensure that the whistle-blower is not [SEP]harassed or victimized. [SEP]
- In the event of the concern being about the incumbent, the archdeacon should [SEP]ensure that the whistle-blower is not harassed or victimized. [SEP]
- No action will be taken against a whistle-blower if the concern proves to be [SEP]unfounded and was raised in good faith. [SEP]
- Malicious allegations from a whistle-blower will be considered very seriously and [SEP]may result in disciplinary action in the case of a paid employee or office holder. [SEP]

Signed on behalf of St Luke’s Trustees: ..... (Vicar/Minister)

Name: .....

Date: .....