

**PARISH OF ST PAUL'S HARLOW TOWN CENTRE
AND ST MARY'S LITTLE PARNDON
PAROCHIAL CHURCH COUNCIL
WHISTLEBLOWING POLICY**

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1. About this Policy

- 1.1 We are 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.
- 1.2 This policy covers all ministers, officers, volunteers, employees and casual workers who are appointed by the Parochial Church Council.
- 1.3 This policy does not form part of any employee's contract of employment and we may amend it at any time.

2. What Is Whistleblowing?

Whistleblowing is the reporting of suspected wrongdoing or dangers in relation to our activities. This includes bribery, fraud or other criminal activity, miscarriages of justice, health and safety risks, damage to the environment and any breach of legal or professional obligations.

3. How to Raise a Concern

- 3.1.1 If a child or vulnerable adult is at immediate risk you should contact the Diocesan Safeguarding Adviser on 01245 294444 or the Police on 999 in accordance with the Chelmsford Diocese's Safeguarding Policy. In an emergency, call emergency services on 999 and then the Diocesan Safeguarding Adviser as soon as practicable. If you have received a direct allegation of abuse, but the child/adult is not in immediate danger you should contact the Diocesan Safeguarding Adviser (DSA) on 01245 294457 or 01245 294472 without delay, and in all circumstances within 24 hours

3.2 Otherwise, we hope that in many cases you will be able to raise any concerns with the person to whom you are responsible. However, where you prefer not to raise it with that person for any reason, you should contact the Team Rector, Team Vicar or a Churchwarden. If you, or a member of the staff team wishes to raise any concern they may also contact the Area Dean for the time being, or the Archdeacon of Stansted. Contact details are at the end of this policy.

3.3 We will arrange a meeting with you as soon as possible to discuss your concern. You may bring a friend, colleague or union representative to any meetings under this policy. Your companion must respect the confidentiality of your disclosure and any subsequent investigation.

4. 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.

5. External Disclosures

5.1 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.

5.2 The law recognises that in some circumstances it may be appropriate for you to report your concerns to an external body such as a regulator. We strongly encourage you to seek advice before reporting a concern to anyone external. Public Concern at Work operates a confidential helpline. Their contact details are at the end of this policy.

6. Protection and Support for Whistleblowers

6.1 We aim to encourage openness and will support whistleblowers who raise genuine concerns under this policy, even if they turn out to be mistaken.

6.2 If you have raised a safeguarding concern with the Diocesan Safeguarding Adviser (DSA) then the DSA will usually liaise with the Rector or Vicar (or the Area Dean or Archdeacon where appropriate) about your support.

6.3 There is a confidential diocesan counselling service available to all clergy and licenced lay-workers in the diocese, as well as their spouses, and dependent children. The PCC would seek on request to arrange access to this service for any of its volunteers and employees who raise concerns under this policy.

6.4 Whistleblowers must not suffer any detrimental treatment as a result of raising a genuine concern. If you believe that you have suffered any such treatment, you should inform the Churchwarden **OR** Team Rector **OR** Team

Vicar immediately. If you are an employee and the matter is not remedied you should raise it formally using our Grievance Procedure.

- 6.5 You must not threaten or retaliate against whistleblowers in any way. If you are involved in such conduct you may be subject to disciplinary action. In some cases the whistleblower could have a right to sue you personally for compensation in an employment tribunal.
- 6.6 However, if we conclude that a whistleblower has made false allegations maliciously or with a view to personal gain, the whistleblower may be subject to disciplinary action.
- 6.7 Public Concern at Work operates a confidential helpline (Protect) Their contact details are at the end of this policy.

7. Contacts

Churchwarden	Carol Squires csquires3425@gmail.com
Team Rector Team Vicar	Vacant Jokey Poyntz rev.jokey.poyntz@gmail.com
Archdeacon of Stansted	Kate Peacock 01376 563357 astansted@chelmsford.anglican.org
Protect (Independent whistleblowing charity)	Helpline: 020 3117 2520 E-mail Website: https://protect-advice.org.uk

Approved by the PCC on Thursday 32nd July 2025

Signed (PCC Chairman)



Next Review Due by Thursday 31st July 2028