



## Whistleblowing Policy for the Church of Christ the King

Deeble Road, Kettering NN15 7AA

This Policy and Procedure was adopted at the PCC meeting held on:

Date: .....

Signed: ..... Churchwarden on behalf of PCC

Signed: ..... Senior Clergy

*Reviewed annually in June by the policy owner and brought to PCC for review and approval every three years.  
Next review by PCC due Sept 2026.*



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Final Approved



## 1. INTRODUCTION

The Church of Christ the King (CtK) encourages a free and open culture in its dealings with employees, volunteers, and members. CtK recognises that effective and honest communication is essential in minimising potential risks within the life of the church.

It is important that employees, volunteers, and members feel able to express their concerns without fear of harassment or victimisation, otherwise they may find it easier to ignore the concern rather than report it.

If your complaint is about the Vicar, you may contact either:

- a Churchwarden; or
- the Archdeacon of Oakham (archdeacon.oakham@peterborough-diocese.org.uk)

## 2. WHAT IS WHISTLEBLOWING?

'Whistleblowing' refers to internal or external disclosure of malpractice or serious suspected wrongdoing as well as illegal act, or omissions at work.

Whistleblowing relates to the public interest and it is this characterisation that underpins the statutory protection under the Employment Act 1996 (as amended by the Public Disclosures Act 1998).

## 3. PROTECTED DISCLOSURES

To use this policy and be legally protected under the Act, you must make a disclosure about a serious concern. This is known under the Act as a 'qualifying disclosure', which means you have information that is reasonable to believe that one or more of the following matters is happening, has taken place, or is likely to happen in the future:

- a criminal offence (including fraudulent and corruptive behaviour)
- a failure to comply with any legal obligation
- a miscarriage of justice
- the health and safety of any individual being endangered
- damage to the environment
- deliberate concealment of information relating to any of the above

You do not need to have proof that such an act is being, has been, or is likely to be, committed. However, you do have to genuinely and in good faith believe that such an action has occurred or may occur within CtK.

If you feel unable to raise a concern internally, the matter may be reported directly to Peterborough Diocese, the Charity Commission, or the Church Commissioners.

This procedure is appropriate where an employee, volunteer or member has genuine concerns about malpractice, unsafe or unlawful activities within CtK. It is not designed or intended to replace or be used as an alternative to other policies:

- employees aggrieved about their personal situation should follow the Grievance Policy
- volunteers and members should raise disputes and concerns under the Complaints Policy



## 4. MISUSE OF THE POLICY

If an employee makes a disclosure in bad faith (for instance in order to cause trouble for someone they dislike within CtK), or concerns information which is not substantially believed to be true, or if the disclosure is made for personal gain, then such a disclosure will constitute a disciplinary offence for the purposes of CtK's Disciplinary Policy. It may constitute gross misconduct, for which summary dismissal is the sanction. Any employee acting in breach of this policy by victimising another for making a disclosure will be subject to disciplinary action.

## 5. PROCEDURE

To raise or discuss any issues described above, the employee, volunteer, or member should contact the Vicar. The Vicar will treat the disclosure in confidence as far as possible.

If because of the nature of the disclosure, the employee, volunteer or member does not feel comfortable making the disclosure to the Vicar, they should speak or write to a Churchwarden, who will treat the disclosure in confidence as far as possible.

It is likely that further enquiries and/or investigation will be necessary and may result in:

- referral to the police or other statutory body
- action may be taken under another policy or procedure

If it is necessary for the employee, volunteer, or member to give evidence in criminal or disciplinary proceedings, they will be supported throughout the process.

If the issue is safeguarding-related, a yellow form should be used and the safeguarding process should be followed.

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 Vicar or Churchwardens immediately.

You must not threaten or retaliate against whistleblowers in any way. If you are involved in any such conduct, you may be subject to disciplinary action.

## 6. CHURCHWARDENS' RESPONSIBILITIES

The Churchwardens are responsible for maintaining this policy and reviewing it with PCC to ensure that it is aligned with current best practice and is legal.

For more information, please contact a Churchwarden. Contact details are available in ChurchSuite or via the Church Office.

