

## Godmanchester Baptist Church

### Whistle-blowing Procedure

**Everyone connected with GBC is encouraged to bring matters of unacceptable practice, performance, behaviour, and issues to do with the safeguarding of children and vulnerable adults, to the attention of the Leadership Team (LT).**

If you feel that something is wrong you should express that concern. This is called whistle-blowing. To do so is not being disloyal, and you will not experience harassment or victimisation.

The law gives employees legal protection against being dismissed or penalised as a result of publicly disclosing certain serious concerns and we adopt the same protection for all staff and volunteers.

Do not worry that you might start a chain of events which could spiral out of control, or disrupt the work or project. Do not fear that by whistle-blowing you may have got it wrong or not be believed or there may be repercussions or damage to your reputation.

#### **Reasons for whistle-blowing:**

- To prevent the problem worsening or widening
- To protect or reduce risks to others
- To prevent becoming implicated oneself
- To prevent a child or vulnerable adult continuing to be at unnecessary risk.

#### **How to raise a concern:**

1. You should inform the Senior Pastor (John Smith), the Designated Person for Safeguarding – Children and Young People (Daniel Beckett), the Designated Person for Safeguarding – Adults (Rob Alliot) or any other member of the Leadership Team. If the concern is about one of the Pastors, you should contact our BUGB Regional Minister (phone number in the GBC Safeguarding Procedure which is available at [godmanchesterbaptist.org/safeguarding](http://godmanchesterbaptist.org/safeguarding)).
2. Your concern or uneasiness about a practice or behaviour of an individual should be raised as soon as possible. Please be specific about what is of concern, what has been heard or observed, and keep to the facts as much as possible by avoiding rumour or opinion. Ideally put your concerns in writing, outlining the background and history, and providing dates and times.
3. You are encouraged to tell us your name and, wherever possible, this will be kept confidential. An anonymous concern will be considered at the discretion of the LT, by taking account of its seriousness, its credibility, and the likelihood of confirming it from attributable sources.

#### **What will happen next:**

- If the concern relates to safeguarding children or vulnerable adults, it will be investigated according to Part 1 of our Safeguarding Procedure. Other concerns will be investigated according to the appropriate section of our Grievance and Concerns Procedure.
- As a whistle-blower, you will not be expected to prove the truth of a concern or investigate it.
- Within the bounds of confidentiality, you will be given as much information as possible on the nature and progress of any enquiries.
- The LT will do everything they can to ensure that you are not harassed or victimised. In the event of the concern being about a Pastor, the Regional Minister will ensure this does not happen to you.
- No action will be taken against you if the concern proves to be unfounded and was raised in good faith. However, malicious allegations from a whistle-blower will be considered very seriously and may result in disciplinary action.