

Hornsea United Reformed Church (including Living Well Project) Whistle-Blowing Policy



Whistle-Blowing Coordinator: Ann Jordan

Deputy Whistle-Blowing Coordinator: Marion Clubley

We seek to ensure that all participants and volunteers are treated appropriately and are kept safe whilst involved in church projects or the Living Well project. Ensuring that this is so, is of paramount concern. It is part of the expectations of the project that if anyone has concerns about the practices of the project it is safe and acceptable for them to make their concerns known, especially if this concerns mistreatment or bad/malpractice. We want to create a culture where concerns can be raised safely, fully meeting our responsibilities under the Public Interest Disclosure Act 1998 (PIDA).

This policy covers all volunteers for the church and those on the Living Well Team, Living Well Lunches and for the Telephone Support Network.

For example, concerns might be to do with bullying of team members, inappropriate or abusive behaviour towards participants, poor management of volunteers or practices that put participants at risk of harm. This policy is to be read and operated alongside the Data Protection, Equal Opportunities, Health and Safety at Work and Safeguarding policies of the organisation.

Concerns should be raised in the first instance with the team member responsible for the particular activity. If it is a more serious concern, or the whistle-blower feels that the concern has not been dealt with appropriately, the concern should be taken to the Coordinator named above or the Living Well Project Leader (if Living Well). If the concern relates to the Project Leader or it is felt that it has not dealt with satisfactorily by the Project Leader the concern should be raised with the Elders Meeting of Hornsea URC.

When a concern has been raised, the individual raising the concern will be told how the matter will be handled with a time frame for feedback. Wherever possible, they should be given feedback on the outcome of any investigation.

All our volunteers will not take reprisals against people who raise concerns. The team will not make false accusations against anyone. If requested, concerns will be dealt with confidentially.

Concerns raised formally through the whistle-blowing policy will be recorded and logged centrally, with a summary of concerns raised and substantiated, as well as the number raised and found unsubstantiated.

Where a concern has been made and arrangements put in place to remedy it, the effectiveness of the arrangements will be reviewed by the church policy coordinator and/or (if necessary) the Living Well Project Manager in a timely way.

Independent and confidential advice can be sought through the Whistle blowing Helpline on 08000 724725, email enquiries@wbhelpline.org.uk
Website: www.wbhelpline.org.uk

Signed (Church Elders):

Stephen Sewell
J. B. ...
V. Pearson
A. B. ... ANNE BESWORTH
...
Mark Peter-Randall.

Mr ...
Jill Fleck
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M A Chisley
R. M. Kington

A Jordan
K M Webb

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