



Parish of St Alfege Greenwich

Whistle-blower Policy

The following policy was agreed at the Parochial Church Council (PCC) meeting held on 10 February 2025.

1. Introduction

St Alfege Church, Greenwich, is committed to the highest standards of openness, integrity, and accountability in line with the Church of England's safeguarding, governance, and ethical protocols. This Whistle-blower Policy provides guidance to those who wish to raise concerns about misconduct, unethical behaviour, or malpractice within the church.

2. Purpose

This policy aims to:

- Provide a clear process for reporting concerns.
- Protect whistle-blowers from victimisation or unfair treatment.
- Ensure concerns are handled appropriately and confidentially.
- Maintain the integrity of the church's mission and operations.

3. Scope

This policy applies to all clergy, staff, volunteers, and members of the church community. It covers concerns related to:

- Safeguarding breaches.
- Financial mismanagement or fraud.
- Harassment, bullying, or discrimination.
- Health and safety violations.
- Ethical or legal misconduct.

4. Reporting a Concern

Anyone who has a legitimate concern should:

1. **Raise the concern internally** with the **Parish Safeguarding Officer (PSO)** or **Churchwardens**. Email: safeguarding@st-alfege.org.uk
2. If the concern involves church leadership or is not addressed, report to the **Diocesan Safeguarding Advisor (DSA)**. Email: safeguarding@southwark.anglican.org
3. For serious concerns, report directly to the **Bishop of Southwark's office** (Email: clare.chesterman@southwark.anglican.org) or external authorities (e.g., police, Charity Commission).

Concerns should be reported in writing or verbally and include relevant details to allow a fair investigation.

5. Confidentiality & Protection

- All reports will be handled confidentially, with information shared only on a need-to-know basis.
- Whistle-blowers will be protected from retaliation, discrimination, or victimisation.
- Anonymous reports will be considered but may limit the ability to investigate thoroughly.

6. Investigation & Outcome

- Concerns will be assessed, and an initial response will be provided within 14 days.
- Investigations will be conducted impartially, with outcomes reported to relevant parties.
- If misconduct is found, appropriate actions, including disciplinary measures, will be taken.

7. External Reporting

If internal channels do not resolve the concern, whistle-blowers may contact:

- **Church of England's National Safeguarding Team** (Email: safeguarding@churchofengland.org)
- **Charity Commission for England and Wales**
- **Local Authorities or Law Enforcement**

8. Review & Approval

This policy will be reviewed annually by the **PCC (Parochial Church Council)** to ensure compliance with Church of England guidelines and legal requirements.

Approved by:

Parochial Church Council of St Alfege Church, Greenwich

Date: 10 February 2025