



<b>Whistleblowing Policy</b>	<b>Approved By: River Church Trustees</b>
<b>Date Last Updated: April 2022</b>	<b>Review Date: April 2024</b>

*If you would prefer this document in an alternative format please contact the River Church office:*

*Email: [hello@riverchurch.org.uk](mailto:hello@riverchurch.org.uk)*

## **River Church**

The leaders and employees of River Church seek to run all aspects of church activity with full regard for high standards of conduct and integrity. In the light of this we adhere to this whistleblowing policy, allowing employees, and others that we deal with, who have serious concerns about any aspect of church business to come forward and voice those concerns. This policy has been established to act as a framework to allow concerns to be raised confidentially and provides for a thorough and appropriate investigation to the matter to bring it to a satisfactory conclusion. The policy allows for recourse to an external party outside the leadership structure of River Church.

## **What is a Whistleblower?**

Whistleblowers are individuals who believe that they have uncovered practices within an organisation that constitute malpractice. They may be internal to the organisation (eg. employees,

volunteers with specific responsibilities, members of the church congregations) or external (eg. visiting speakers, leaders from Pioneer or other networks, members of the public).

This policy is designed to ensure that whistleblowers are not disadvantaged because of their support of good practices.

### **Protection and Confidentiality**

Where disclosure of potential malpractice is made in good faith by an individual, that person is protected. Even where the allegation is shown to be unfounded, no action will be taken against the individual disclosing information. Disclosures will be treated confidentially, though individuals are encouraged not to make disclosures anonymously.

However, where unfounded allegations are found to have been made maliciously, legal or disciplinary action may be taken against the person concerned.

### **Procedure for making and dealing with a disclosure**

As a first step the whistleblower should normally raise concerns internally to allow those in positions of responsibility and authority the opportunity to investigate the issue informally.

River Church has designated a number of individuals to specifically deal with such matters and the whistleblower is invited to decide which of those individuals would be the most appropriate person to deal with the matter.

**Name and Position**

Mike Holt, Chair of Trustees - River Church

Ceri Davies, Co-leader – River Church Maidenhead

Anthea Wratten, Co-leader – River Church Marlow

Julie Ioakeim, leader – River Church Slough

Rachael Pymm, The Journey Englefield Green  
also representing The Hub

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rachael@thejourney.org.uk

The whistleblower may raise their concern verbally or in writing to one of the above officers. All matters will be treated in strict confidence and anonymity will be respected wherever possible.

The officer will carry out a preliminary investigation. This will seek to establish the facts of the matter and assess whether the concern has foundation and can be resolved internally.

If the issue cannot be resolved informally to the satisfaction of the whistleblower and the officer, a range of approaches may be taken depending on the severity of the accusation.

Such approaches may include: changes to procedure, internal investigation, an independent inquiry involving third parties to provide further information, advice or assistance or referral to the police. Dismissing the concern is also an option.

Investigations will be conducted as quickly and confidentially as possible and will be carried out by someone who is not implicated by the allegations.

Records will be kept of actions taken throughout the investigation. The officer, possibly in conjunction with the board of trustees, will consider how best to report the findings and what corrective action needs to be taken.

The whistleblower will be informed of the results of the investigation and the actions taken to address the matter.

If the whistleblower is dissatisfied with the conduct of the investigation or resolution of the matter or has genuine concerns that the matter has not been handled appropriately, the concerns should be raised with the trustees and/or representatives of Pioneer.

## **Support**

Protect is a charity offering support to potential whistleblowers.

Website: <https://protect-advice.org.uk> Tel: 020 3117 2520

Email via the Advice Page: <https://protect-advice.org.uk/advice-line/>