



1. Whistle-blowing Policy

The Dean and Chapter of Newcastle Cathedral seek to act with probity in their professional behaviour and aim to help staff and volunteers to follow, and be seen to follow, the highest ethical and moral standards. Should there be a failure in this, the policy seeks to enable the organisation to be alerted to any potential problem or wrongdoing reasonably believed to exist, without fear or negative reprisal in response to the revelation.

To fulfil their commitment to safeguard and promote the welfare of children, all organisations that provide services for, or work with, children are required to have appropriate whistle-blowing procedures, and a culture that enables issues about safeguarding and promoting the welfare of children to be addressed.

Whistle-blowing may also apply to situations of unacceptable practice, performance or behaviour in situations unrelated to children or adults who may be vulnerable, and these same principles can be applied.

The Public Interest Disclosure Act 1998 gives workers legal protection against being dismissed or penalised as a result of publicly disclosing certain serious concerns. Whilst the Act does not provide the same protection for volunteers, the Dean and Chapter adopts the same approach in their protection.

The policy of the Dean and Chapter of Newcastle Cathedral is to safeguard the interests of any of its employees or volunteers when they act as alerters regarding any neglect or abuse, mental, physical, emotional, sexual, racial/ethnic or financial, of service users or any similar abuse of colleagues.

The Dean and Chapter of Newcastle Cathedral accepts that it is bound by legislation in the Public Interest Disclosure Act 1998 and guarantees that procedures will be invoked in ways which do not prejudice the whistle-blower's own position and prospects. The Dean and Chapter of Newcastle Cathedral will protect the employee or volunteer against victimisation and provide support throughout the investigation process.

The Dean and Chapter of Newcastle Cathedral are committed to ensuring that employees and volunteers have:

- Knowledge and understanding of protection procedures
- Are committed to emphasising that harassment is unacceptable
- Are enabled to identify oppressive abuse when it occurs
- Are informed regarding their individual duty to act to protect service users
- Are made aware of measures to safeguard their interests if they act as whistle-blowers
- Are made aware of their rights under the Public Interest Disclosure Act 1998.

Responsibility

Overall responsibility for this policy and its implementation is with the Dean and Chapter of Newcastle Cathedral.

Review

This policy is reviewed regularly and updated as required.

Policy Approval date: June 2021
Review date: June 2022

2. Whistle-blowing Procedure

The Dean and Chapter of Newcastle Cathedral encourages employees and volunteers to regard it as their duty to the Cathedral and their professional obligation to raise legitimate concerns about suspected misconduct by colleagues, managers or those with whom they work.

The Dean and Chapter of Newcastle Cathedral sees its employees and volunteers in the roles of alerters: to promote the safeguarding of the rights of others; to log any concerns; and report such concerns to one of the following:

- The Rev'd Canon Peter Dobson (Cathedral Safeguarding Adviser);
- Gill Lawrence (Deputy Cathedral Safeguarding Adviser);
- Kate Sussams (Director of Operations); or
- Carol Butler (Diocesan Safeguarding Advisor).

Alerters are not being asked to verify or prove that concerns are true. The Dean and Chapter of Newcastle Cathedral seek to protect their employees and volunteers from victimisation when they act as alerters.

Anybody who is concerned about any malpractice but unsure whether to blow the whistle or to stay silent, or are unclear about how to go about blowing the whistle may obtain free expert help from the independent charity:

Public Concern at Work
CAN Mezzanine,
7 - 14 Great Dover Street,
London,
SE1 4YR

Whistle-blowing Advice Line: 020 7404 6609
Whistle-blowing Advice Email: whistle@pcaw.org.uk
Website: www.pcaw.org.uk