



New Wells

Whistle Blowing Policy

January 2026



New Wells

New Wells Church Family, Hythe Road, Ashford, Kent, TN24 0QR
01233 632739 hello@newwells.church
www.newwells.church

Registered Charity 1173803
Formerly known as Willesborough Baptist Church



WHISTLEBLOWING POLICY

Whistleblowing Policy and Procedure
for New Wells Church Family

October 2025



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Whistle blowing Policy

Glossary of terms

The following terms used in this policy have specific meanings and are defined here to avoid confusion:

- **The Church** – New Wells Church Family or New Wells Brabourne (Brabourne Baptist Church);
- **Staff** – Employees and appointed Ministers;
- **Employees** – people who are employed by the Church (excludes appointed ministers);
- **Minister(s)** – ordained members of appointed staff;
- **Volunteers** – are those people who carry out a specific role within the church without being paid;
- **Colleagues** – Staff and volunteers (including trustees);
- **Workers** – The term worker has a particular legal meaning and defined as 'An employee (who works under a contract of employment) or one who has any other type of contract (written or unwritten) under which they are personally obliged to work or perform services'.

Who does this policy apply to?

This policy applies to all colleagues and workers including Ministers, employed staff, volunteers and Trustees and contractors engaged by the church. Members of the church may also choose to raise concerns via this policy.

This policy does not form part of any employee's contract of employment and the church may amend it at any time.

General statement of policy

It is important that any fraud, misconduct or wrongdoing by colleagues or others working on behalf of the church is reported and properly dealt with. We therefore require all individuals to raise any concerns that they may have about the conduct of colleagues or the way in which the organisation is run. This policy sets out the way in which individuals may raise any concerns that they have and how those concerns will be dealt with.

Background

The Public Interest Disclosure Act 1998 amended the Employment Rights Act 1996 to provide protection for workers who raise legitimate concerns about specified matters in the public interest. These are called 'qualifying disclosures'. A qualifying disclosure is one made by an employee who has a reasonable belief that:

- a criminal offence
- a miscarriage of justice
- an act creating risk to health and safety
- an act causing damage to the environment
- a breach of any other legal obligation
- or concealment of any of the above

is being, has been, or is likely to be, committed. It is not necessary for an employee to have proof that such an act is being, has been, or is likely to be, committed – a reasonable belief is sufficient. Individuals who have concerns have no responsibility for investigating the matter – it is the charity's responsibility to ensure that an investigation takes place.

Employees raising a qualifying disclosure have the right not to be dismissed, subjected to any other detriment, or victimised, because they have made a disclosure. We encourage employees, other colleagues, and our members to raise any qualifying concerns under this procedure.

Principles

Everyone should be aware of the importance of preventing and eliminating wrongdoing at work, this is even more important in the context of a church family. Staff and others working on behalf of the charity, or otherwise involved in the life of the church, should be watchful for illegal or unethical conduct and report anything of that nature that they become aware of.

Any matter raised under this procedure will be investigated thoroughly, promptly and confidentially, and the outcome of the investigation reported back to the person who raised the issue.

No employee, worker or member of the church will be victimised for raising a matter under this procedure. This means, for example, that the continued employment and opportunities for future promotion or training of employees will not be prejudiced because they have raised a legitimate concern.

Victimisation, by an employee, of an individual for raising a qualified disclosure will be a disciplinary matter. Maliciously making a false allegation, by an employee, is also a disciplinary matter.

An instruction to cover up wrongdoing is itself a disciplinary matter. If told not to raise or pursue any concern, even by a person in authority such as a pastor, team leader, manager or trustee, individuals should not agree to remain silent. They should report the matter to the Lead Pastor or a Trustee.

If misconduct, of an employee, is discovered as a result of any investigation under this procedure our disciplinary procedure will be used, in addition to any appropriate external measures.

Concerns about the conduct of accredited Baptist ministers will be referred to the Baptist Union of Great Britain in accordance with national policies and terms of appointment of individual ministers.

Procedure

This procedure is for disclosures about matters other than a breach of employees' own contract of employment. Matters relating to employees' own contracts of employment, should be raised via the grievance procedure.

Stage 1: In the first instance, any concerns should be raised with the Lead Pastor, who will arrange an investigation of the matter. The investigation may involve you and other individuals involved giving a written statement. Any investigation will be carried out in accordance with the principles set out above.

Your statement will be taken into account, and you will be asked to comment on any additional evidence obtained. The Lead Pastor will take any necessary action, including reporting the matter to the trustees and any appropriate governing body. The Lead Pastor may also invoke any disciplinary action required. On conclusion of any investigation, you will be told the outcome and what the charity has done, or proposes to do, about it. If no action is to be taken, the reason for this will be explained.

Stage 2: You should escalate the matter to the Trustees if you are concerned that the Lead Pastor:

- is involved in the wrongdoing
- has failed to make a proper investigation
- or has failed to report the outcome of the investigations to the relevant person.

The Trustees will arrange for a review of the investigation to be carried out, make any necessary enquiries and make their own report.

Stage 3: If on conclusion of stages 1 and 2 you reasonably believe that the appropriate action has not been taken, you should report the matter to the relevant body. This may include:

- The Baptist Union of Great Britain
- The South Eastern Baptist Association
- HM Revenue & Customs
- The Health and Safety Executive
- The Serious Fraud Office
- The Charity Commission
- The Pensions Regulator
- The Information Commissioner
- The Financial Conduct Authority
- The Police

Data protection

When an individual makes a disclosure, we will process any personal data collected in accordance with the data protection policy. Data collected from the point at which the individual makes the report is held securely and accessed by, and disclosed to, individuals only for the purposes of dealing with the disclosure.

Policy Owner	Richard Stanford-Beale
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Version	Revisions	Date Approved
1.0	New policy	15/10/2024
2.0	Adopted by New Wells, Brabourne	