

Whistleblowing Policy

The policy of the Dean and Chapter of Chester Cathedral is to safeguard the interests of any of its employees or volunteers when they act as whistleblowers 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 Chester 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 whistleblower's own position and prospects.

The Dean and Chapter of Chester Cathedral will protect the employee or volunteer against victimisation and provide support throughout the investigation process.

The Dean and Chapter of Chester Cathedral are committed, through training, 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 whistleblowers;
- Are made aware of their rights under the Public Interest Disclosure Act 1998.

PROCEDURE

The Dean and Chapter of Chester Cathedral, through its training, instructs its employees and volunteers that it is their duty to their employer and their professional obligation to raise legitimate concerns about suspected misconduct by colleagues, managers or those with whom they work notably in community projects.

The Dean and Chapter of Chester Cathedral believes that when its employees or volunteers act in the role of whistleblower they are promoting the safeguarding of the rights of others by logging any concerns and report such concerns to appropriate managers.

Whistleblowers are not being asked to verify or prove that concerns are true.

The Dean and Chapter of Chester Cathedral undertake to protect its employees and volunteers from victimisation when they act as whistleblowers.

Employees or volunteers who are 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 NSPCC

<https://www.nspcc.org.uk/what-you-can-do/report-abuse/dedicated-helplines/whistleblowing-advice-line/>