



## Whistleblowing Policy

The purpose of this policy is to provide a safe and confidential means for individuals to report suspected unethical or illegal conduct at or in relation to Beckenham Methodist Church, without fear of retaliation. This policy is intended to protect both the individual making the report and Beckenham Methodist Church.

### Policy:

Beckenham Methodist Church considers that the following types of activity or behaviour should be dealt with under this policy:

- Manipulation of accounting records and finances
- Inappropriate use of assets or funds of which the Council is the managing trustee
- Decision-making for personal gain
- Any criminal activity
- Abuse of position
- Fraud and deceit
- Serious breaches of procedure, which may advantage a particular party or any actions likely to bring the reputation of the Church into question.

NB: This is not an exhaustive list. For allegations where the report is a complaint rather than information of a wrongdoing, or corruption please contact The Church Administrator (details below).

All individuals, including employees, volunteers, and members of the congregation, are encouraged to report any suspected unethical or illegal conduct.

Reports may be made anonymously, but it is preferred that the individual making the report provide their contact information so that follow-up can be made.

Reports will be investigated promptly and confidentially by the Church Council and at Circuit District or Connexional level if needed. The individual making the report will be informed of the outcome of the investigation.

Retaliation against an individual for making a report will not be tolerated. Any employee, volunteer, or member of the congregation found to have retaliated against an individual for making a report will be subject to disciplinary action.

This policy applies to all activities related to Beckenham Methodist Church, including but not limited to, events and activities on church property, events and activities off church property but sponsored by the church, and all activities conducted by Ministers, church members, volunteers and staff in relation to their connection with Beckenham Methodist Church.

Any individual who is unsure whether conduct constitutes unethical or illegal conduct is encouraged to seek guidance from The Minister, a member of The Church Council or Safeguarding Team before making a report.

This Whistleblowing Policy is intended to provide a safe and confidential means for individuals to report suspected unethical or illegal conduct within Beckenham Methodist Church without fear of retaliation.

## Reporting Concerns:

Church Council Via:

FAO: Church Administrator / Rev. Karen George

Beckenham Methodist Church

Bromley Road

Beckenham

BR3 5JE

Email: [beckenhammethodistsbr3@gmail.com](mailto:beckenhammethodistsbr3@gmail.com)

Should your Whistleblowing concern involve either the Church Administrator or members of the Church Council, please direct your concern to the Co-Superintendent / Circuit Safeguarding Officer:

FAO: Co-Superintendent/Circuit Safeguarding Officer

Bromley Methodist Church

College Road

Bromley

BR1 3NS

Email: [safeguarding@bromleymethodist.org](mailto:safeguarding@bromleymethodist.org)

To enable the Church Council to effectively investigate your concerns, the following information should be provided, where possible:

Your contact information:

Name(s) of person(s)/entity(ies) involved;

Your relationship with the reported person(s)/entity(ies);

Detailed description of the impropriety (including date, time, location, methods and action/ behaviour);

Period of time the impropriety had been perpetuated;

Has any church leader or pastor been informed (if yes, please provide the notification date and contact information of the person notified);

Physical evidence and any other information that may substantiate the impropriety.

## Review:

This policy will be reviewed and updated annually by the Safeguarding Team.