



15. Complaints and Whistleblowing Policy

Allegations Against Workers

If you see another church member acting in ways which concern you, speak to a member of Safeguarding Team about your concerns as soon as you can. This includes the actions or behaviours of those in church leadership positions.

Complaints about the Incumbent or the Parish Safeguarding Officer should be addressed to the Area Bishop or Archdeacon. Concerns which you consider cannot be raised through these channels should be directed to the Diocesan Bishop or, for safeguarding issues, to the Diocesan Safeguarding Adviser, with a request that the individual's identity is withheld from those in the parish. However, the Church of England will not act on anonymous allegations or take formal action in the absence of reasonably substantiated concerns. Anyone who raises an issue must have a reasonable belief that it is well founded.

Appropriate action will be taken if a malicious allegation is made. If an investigation is required, confidentiality will be maintained as far as is appropriate and practical in the circumstances. The person raising complaints or concerns will be informed of the outcome subject to the normal rules on confidentiality of personal information.

Adapted from Whistle Blowing and Complaints Policy agreed by C of E Board of Mission 24 October 2011.