



Hope Church Network Whistleblowing Policy

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Index

Statement	3
Scope.....	3
Purpose of policy.....	3
Procedure.....	3
Definition	3
Responsibility	3
Related policies	3

Statement

Hope Church Network is committed to maintaining the highest standards of honesty, integrity, and accountability. This Whistleblowing Policy is designed to encourage and enable employees, contractors, and others to raise concerns about any wrongdoing within the organisation, ensuring that such concerns are addressed promptly and appropriately.

The policy operates using the biblical principles found in 2 Corinthians 8:21

For we are taking pains to do what is right, not only in the eyes of the Lord but also in the eyes of man.

Scope

This policy applies to all employees, leaders, members, attendees and visitors of Hope Church Network.

Purpose of policy

The policy has been developed to ensure that all staff, leaders and members of Hope Church Network understand how to distinguish between acceptable and unacceptable behaviour within the organisation.

Procedure

This policy relies on the guidelines established on the UK Government's website which should be followed in the case of a whistleblowing event.

[Report serious wrongdoing at a charity as a worker or volunteer - GOV.UK](https://www.gov.uk/guidance/report-serious-wrongdoing-at-a-charity-as-a-worker-or-volunteer)

Definition

The following criteria are considered reportable events of whistleblowing:

- a criminal offence, for example fraud
- someone's health and safety is in danger
- risk or actual damage to the environment
- a miscarriage of justice
- the charity is breaking the law, for example does not have the right insurance
- you believe someone is covering up wrongdoing

Responsibility

Any employee, contractor, member, attendee or visitor can report a whistleblowing event.

Events that have happened, are happening or are likely to happen can be reported. Only report issues to the Charity Commission that could seriously harm:

- the people a charity helps
- the charity's staff or volunteers
- services the charity provides
- the charity's assets
- the charity's reputation

Related policies

- Hope Church Serious Incident policy

- Hope Church Safeguarding policy
- Hope Church Complaints Policy