**Whistle Blowing Policy**

Introduction

No-one likes the idea of being thought of as ‘a grass’.

But there are times when there is no choice but to report an incident. Prison Fellowship believes that keeping children, young people and vulnerable adults safe is one of those times.

Who should I ‘blow the whistle’ about?

These are the times when you should speak up about your concerns. This means when:

* you feel sure that someone who works for Prison Fellowship, either as a volunteer or paid member of staff, poses a danger to children, young people or vulnerable adults
* you have seen or heard something about a volunteer or paid member of staff which leads you to believe they *might* pose a risk to a child, young person or vulnerable adult
* you have serious concerns about misconduct, criminal or unsafe acts
* you have concerns that wrongdoing as above is being covered up

How do I ‘blow the whistle’?

You need to contact the Designated Safeguarding Person who will listen to your concerns and then decide what action, if any, may need to be taken.

If your concern is about the Designated Safeguarding Person, then you need to contact the Chief Executive for Prison Fellowship.

These are their contact details:

**Designated Safeguarding Person: Stephen Hawkins**Email:**stephenhawkins@prisonfellowship.org.uk**

**Chief Executive: Peter Holloway**Email:**peterholloway@prisonfellowship.org.uk**

**Board Chair: Fran Beckett** (For concerns against the Chief Executive)

Email: **chair@prisonfellowship.org.uk**

What will happen next?

The Designated Safeguarding Person will talk with you about whether you can be kept anonymous in what happens next. This isn’t always possible.

It’s unlikely you will be given details of what happens to the person you’re concerned about.

This is because this is a very sensitive and highly confidential matter for the individuals concerned. Prison Fellowship will act thoughtfully and always with the welfare of the vulnerable person as its primary concern.

You can be sure that Prison Fellowship will follow any legal requirements and will show courage in its commitment to protecting vulnerable people, whilst also supporting any other people involved in this process, including the person who first ‘blew the whistle’.