

The International Christian Church Network (TICCN)

Whistleblowing Policy

Approved by: Trustees / Governing Council of TICCN

Applies to: All TICCN churches, ministries, partner organisations, staff, clergy, volunteers, trustees, contractors, and representatives

Review cycle: Every 3 years or sooner if required by law or best practice

Version: 1

Date: 21st January 2026

1. Purpose of this Policy

The International Christian Church Network (TICCN) is committed to the highest standards of integrity, honesty, and accountability. This Whistleblowing Policy exists to enable individuals to raise serious concerns about wrongdoing or poor practice safely, responsibly, and without fear of retaliation.

Whistleblowing is an important part of good governance and helps protect beneficiaries, the organisation, its leaders, and the public interest.

2. Scope

This policy applies to anyone connected with TICCN, including:

- Employees, clergy, ministers, and office holders
- Volunteers and trustees
- Contractors, consultants, and agency workers
- Partner organisations and representatives

This policy is intended for concerns raised in the public interest.

3. What Is Whistleblowing?

Whistleblowing is the disclosure of information which relates to suspected wrongdoing, malpractice, or risk that affects others.

Concerns may include (but are not limited to):

- Abuse, neglect, or safeguarding failures

- Criminal activity or suspected criminal offences
- Fraud, theft, or financial mismanagement
- Breaches of charity law or regulatory requirements
- Serious misconduct by leaders, trustees, or staff
- Abuse of power or authority
- Health and safety risks
- Attempts to conceal wrongdoing

4. What This Policy Does Not Cover

This policy does not normally cover:

- Personal grievances
- Employment disputes
- Minor complaints or disagreements

These matters should be raised through TICCN's Complaints Policy or relevant internal procedures.

Safeguarding concerns must always be raised under TICCN's Safeguarding Policy (though they may also constitute whistleblowing).

5. Principles

TICCN commits to ensuring that:

- All whistleblowing concerns are taken seriously
- Individuals are treated fairly and respectfully
- Concerns are handled confidentially where possible
- No one suffers retaliation or disadvantage for raising a genuine concern
- Appropriate action is taken where wrongdoing is identified

6. How to Raise a Whistleblowing Concern

Concerns should be raised as early as possible.

Whistleblowing concerns may be raised:

- With a trusted senior leader
- With a trustee of TICCN
- Directly with the Chair of Trustees (where appropriate)

Concerns may be raised verbally or in writing.

Where possible, the whistleblower should provide:

- Relevant background and context
- Names of individuals involved (if known)
- Dates, locations, and supporting information

Anonymous disclosures will be considered, though investigation may be more difficult.

7. Handling of Concerns

TICCN will:

- Acknowledge receipt of the concern where possible
- Assess the concern and determine appropriate action
- Appoint an appropriate person to investigate
- Take proportionate steps to address any wrongdoing

Investigations will be conducted fairly and sensitively. Confidentiality will be respected as far as possible.

8. Protection for Whistleblowers

TICCN will not tolerate victimisation, harassment, or retaliation against anyone who raises a concern in good faith.

Any attempt to penalise or disadvantage a whistleblower may result in disciplinary action.

This protection applies even if the concern is not ultimately upheld, provided it was raised honestly and reasonably.

9. Escalation and External Reporting

If a whistleblower believes their concern has not been addressed appropriately, or feels unable to raise it internally, they may consider raising the matter with an external body, such as:

- The Charity Commission (for serious charity governance concerns)

- Statutory authorities or regulators where appropriate

Nothing in this policy prevents an individual from reporting a concern to the appropriate authorities.

10. Confidentiality and Data Protection

- All whistleblowing information will be handled sensitively
- Personal data will be processed in accordance with data protection law
- Information will be shared only on a need-to-know basis

11. False or Malicious Allegations

TICCN recognises the seriousness of whistleblowing and expects it to be used responsibly.

Deliberately false, malicious, or bad-faith allegations may result in disciplinary action.

12. International Context

TICCN operates internationally across different legal and cultural environments.

- Local whistleblowing laws and protections may apply
- Where local protections are weaker, TICCN will seek to apply its own standards of fairness and protection
- Concerns relating to international partners may be escalated to TICCN's national leadership

13. Review and Governance

This policy is approved by the trustees of TICCN and will be reviewed regularly to ensure it remains effective and appropriate.

14. Declaration

TICCN affirms that speaking up in good faith is a vital part of Christian integrity, accountability, and responsible governance.

This policy forms part of the governance framework of The International Christian Church Network (TICCN).