

**THE BIBLE TRUST**  
{Charity Number 1151179}

## **RAISING CONCERNS POLICY**

### **Purpose**

The Trust takes concerns about its operation or governance and the safeguarding of individuals extremely seriously. We aim to develop relationships of trust and confidence with our partners and recipients of support, and expect them to share our values, abide by our conditions and comply with relevant law and regulation.

This policy outlines how to report a concern and the action we will take. It is reviewed at least every three years and is available on our website.

### **Applicability**

Anyone can raise a concern. However, The Trust will only consider concerns in relation to:

- alleged failure of the Trust to comply with relevant legal requirements of being a charity; or
- alleged mismanagement of the Trust's assets or resources; or
- alleged misuse of the Trust's grant funding or resources provided to an external party; or
- the safeguarding of individuals.<sup>1</sup>

If you are concerned that a law has been broken you should consider raising the issue with the appropriate regulator or, in criminal matters, the police.

This policy does not cover the reporting of personal disputes or staff grievances against our partners, their staff or volunteers, or against applicants/recipients of our support. These should be resolved through their internal procedures, except where there is a manifest failure of management or governance to address them in line with our values or conditions of any support we provide.

### **How to raise a concern**

You should raise your concern in writing by email to [info@bibletrust.org.uk](mailto:info@bibletrust.org.uk).

Trustees, staff or other volunteers of the Trust who have a concern should raise this with the Chair of Trustees. In the event the concern relates to the Chair, it should be raised with another trustee. The individual who raises the concern will be protected from detrimental treatment even if the concern is found to be unproven or mistaken.

### **What the Trust will do**

Upon receipt of a concern, we will:

- check that the concern raised is eligible for consideration under this policy;
- take the concern seriously and keep all our Trustees informed;
- acknowledge receipt of your concern by email within two weeks;
- be in contact for any further information or to discuss the concern further;
- respect any request for confidentiality or anonymity. However, this cannot always be

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<sup>1</sup> See also 'Safeguarding Policy', available at [www.bibletrust.org.uk](http://www.bibletrust.org.uk)

guaranteed, particularly if we refer the concern to an external authority, regulator or law enforcement.

Following the investigation of a concern, the Trust will decide on any action required. This may involve referring the concern to an external authority, regulator or law enforcement.

Where appropriate, we will inform you of our decision and the action taken.

*Last reviewed – May 2026*  
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