Taking Appropriate Action

Does/could the behaviour of a volunteer towards a child/young person raise concerns? Could this behaviour constitute child abuse and/or poor practice/breach of code of practice? If necessary, ensure the immediate safety of the child (other children).

Report concerns to the relevant Club Welfare Officer (Ruth Evans), WYA Lead Protection Officer (Sam Healy, Cerys Young) who will decide if the concern constitutes:

Poor practice and/or breach of organisation's code of practice

Possible child abuse

Relevant organisational disciplinary procedures initiated

Relevant organisation disciplinary procedures initiated-decision regarding temporary suspension, pending outcome of and social services / police investigations and organisation's subsequent disciplinary investigations.

Concerns referred to social services who involve police

Organisation disciplinary investigation undertaken

Possible outcomes:

- Threshold for social services/police investigation not met – referred back to organisation for disciplinary proceedings

Organisation disciplinary investigation undertaken, informed by outcome of social services/police investigation

Possible outcomes of process/hearing:

- No case to answer

- Warrants advice/warning as to future conduct/sanctions

- Further training/support needed

- Dismissal and referral to WYA

Possible outcomes of process/hearing:

- No case to answer

- Warrants advice/warning as to future conduct /sanctions

- Further training /support needed

- Social services / police enquiries and investigations

- no case to answer

- criminal proceeding

- possible civil proceedings

Appeals - procedure should be available to anyone under investigation as part of natural justice.
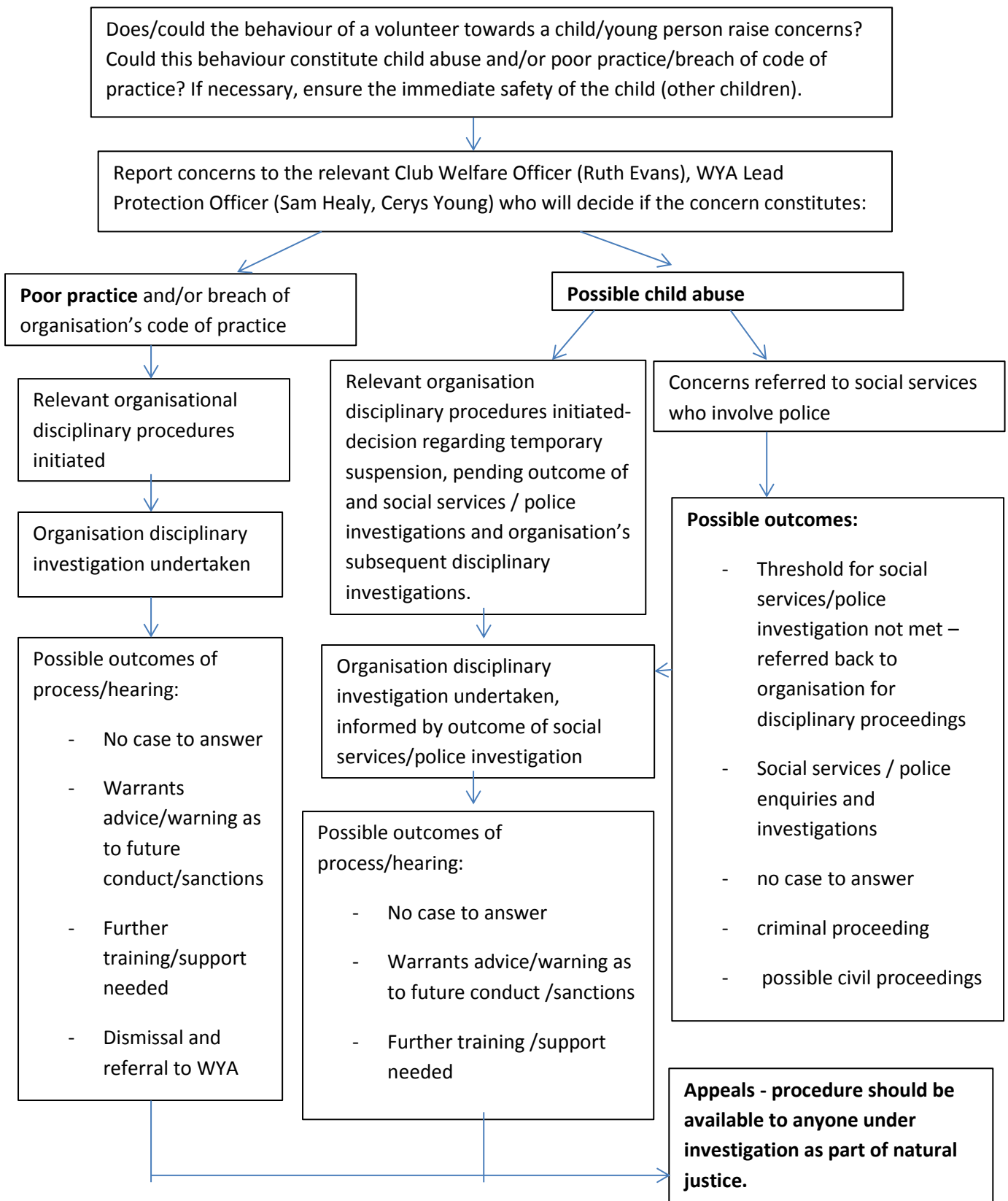
If you do not know who to turn to for advice or are worried about sharing your concerns with someone inside your club or organisation please contact social services directly (or NSPCC Child protection helpline on 0808-800-5000 or Childline on 0800-11111)

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