

Responding to Concerns about a Member of Staff or Volunteer

This guide is designed to inform the most appropriate action in relation to concerns about a member of staff or volunteer within sport.

ARE YOU CONCERNED ABOUT A MEMBER OF STAFF OR VOLUNTEER?

IS IT SERIOUS POOR PRACTICE OR AN ALLEGED BREACH OF CODE OF ETHICS CONCERNED IT COULD ALSO BE CHILD ABUSE?

YES

Your club child protection officer will deal with it as a misconduct issue. If concerns remain, refer to appropriate Lead Officer who will decide how to handle the issue through a Case Management Team Investigation. Ensure the immediate safety of the child. Report concerns to the Child Protection Officer (unless concerns relate to that person). If the allegation or concern relates to the CPO, refer to the appropriate Lead Officer, who will refer concerns to social services or the police.

Possible Outcomes

- No case to answer to the concern
- Warrants advice or warning
- Further training or support needed
- Disciplinary Appeals Committee

Possible Outcomes

- Police inquiry
- Criminal proceedings
- Civil proceedings
- Referral back to governing body
- Child Protection Disciplinary Committee