

Concerns arise about the behaviour of a member of staff, coach or volunteer towards a child/children (Eg suspicions or allegations of poor practice or possible abuse)

Individual alerted to concerns report to organisation / club / facility or event Safeguarding Lead officer, completes the safeguarding incident report form and forwards a copy to the County Durham Sport Safeguarding Lead

Safeguarding Lead Officer (if appropriate in consultation with Case Management Group and / or Children's Social Care, Police or LADO) determines the route for further action to be taken. It does not appear to be poor practice or possible abuse and records actions taken and agreed.

## Poor Practice / Breach of Code of Conduct.

Concern dealt with as misconduct issue using complaints / disciplinary procedures as appropriate (in consultation with LADO).

Disciplinary investigation undertaken and hearing held.

Outcome of disciplinary process (eg no case to answer, advice or warning given, training / support required, other sanctions, or exclusion). Consideration of referral to DBS if appropriate.

Disciplinary appeals process.

## Possible Child Abuse / Criminal Offence

Safeguarding LO consults with / refers to HR / Disciplinary lead/s reinitiating disciplinary procedures, immediate temporary suspension (without prejudice), and notification of other organisations. All in consultation with statutory agencies and LADO.

Disciplinary process initiated - investigation may be delayed pending outcome of statutory agencies' processes. Support from LADO.

Full disciplinary investigation undertaken and hearing held.

Safeguarding LO consults with / refers to Children's Social Care / Police and LADO and follows this up in writing within 24 hours.

Children's Social Care and / or Police hold Strategy Meeting (may include sports organisation rep) and agree investigation process.

Outcome of Children's Social Care or Police investigation (eg NFA criminal prosecution assessment of risk etc).