Flow Chart 1: Dealing with concerns, disclosure or allegations about staff volunteers with British Wrestling

Immediate action to take if a young person informs you directly that he/she is being abused within the BWA environment OR through your own observations or through a third party you become aware of possible abuse or poor practice within the BWA environment

Concerns arise about the behaviour of a member of staff, coach or volunteer towards a child/children



Individual alerted reports concerns to BWA/club/facility or event Safeguarding Officer who completes an Incident Report Form and forwards a copy to the BWA Lead Safeguarding Officer (LSO)



The LSO (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 (e.g. does the matter appear to be poor practice or possible abuse and records actions taken and agreed).





The BWA LSO and /or one or more members of the BWA Disciplinary Panel will make the decision on how the case is to be dealt with and whether or not to suspend the individual concerned.



CHILD SAFEGUARDING DISCIPLINARY HEARING Including the Chair and two other members, with a designated Secretary in attendance.



POSSIBLE OUTCOMES OF THE HEARING

- No case to answer
- Warrants advice/warning as to future conduct/sanctions
- Further training and support needed



APPEAL

Safeguarding Appeal Panel will convene, excluding anyone that sat on the initial panel, with the exception of the Secretary. The Panel should comprise of a Chair and two other members with a designated Secretary in attendance.

Possible Child Abuse/Criminal Offence



If the young person is in need of immediate medical attention inform the doctor of your concerns in relation to Child Protection issues



If the young person is in need of immediate medical attention inform the doctor of your concerns in relation to Child Protection issues



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

LSO also consults with/refers to HR/Disciplinary leads/re initiating disciplinary procedures, immediate temporary suspension and notification of other organisations



Children's Social Care and/or Police hold Strategy Meeting and agree investigation process



POSSIBLE OUTCOMES

- Police enquiry
- Criminal proceedings
- Civil Proceedings
- Referral back to Safeguarding Disciplinary Panel