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 including rendering 1st Aid and ensure your observations are recorded; consider a visit to A&E or the need for an ambulance. Where there is risk of immediate harm then report directly to police.

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

Individual alerted reports concern 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 BWA 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).

Poor Practice/Breach of Code of Conduct

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 to suspend the individual concerned

Possible Child Abuse/Criminal Offence

Are there additional medical issues? Inform the doctor of your concerns in relation to child protection matters

BWA LSO consults with/references to Children’s Social Care/Police and LADO – follows this up in writing within 24 hours

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

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, except for the Secretary. The Panel should comprise of a

Possible Outcomes
- Police Enquiry
- Criminal Proceedings
- Civil Proceedings
- Referral back to Safeguarding Disciplinary Panel