

PROCESS FOR RESPONDING TO CONCERNS ABOUT STAFF/VOLUNTEERS INVOLVING CHILDREN

If you have concerns about the behaviour of a member of staff or volunteer towards a person, ensure their immediate safety Report concerns to the relevant Club Safeguarding Officer or Table Tennis Wales' National Safeguarding Officer – who, with the Case Management Group, will decide if the concern constitutes: Possible child or adult abuse Poor practice and/or breach of Table Tennis Wales' Code of Conduct/Ethics **Table Tennis Wales' Concerns referred to Table Tennis Wales** disciplinary Children's complaints/disciplinary procedures initiated, Services/Adult investigation Services who may and a temporary undertaken informed by suspension put in involve the Police the outcome of the place if deemed statutory investigation appropriate Possible outcomes of Possible outcomes: 1. Statutory the process/hearing: threshold not met so 1. No case to answer 2. Warrants referred back to advice/warning as to **Table Tennis Wales** future for disciplinary conduct/sanctions process to take 3. Further place. training/support 2. Children's /Adult's needed Services/Police 4. Sanctions put in enquiries and place investigation 5. Dismissal and undertaken referral to the DBS 3. Following 2 above no case to answer. 4. Criminal proceedings.

5. Possible civil proceedings