

11. WHAT HAPPENS NEXT?

When someone reports a concern or allegation about a colleague or member of staff one of the concerns may be what happens next.

Depending on the concern or allegation, it is possible that one of the following may be triggered:

- An internal disciplinary investigation
- A child protection investigation
- A criminal investigation

However, following an initial investigation it is possible that the level of concern does not warrant any further action being taken.

The Welfare Officer will also be able to talk this through with the Lead Protection/Safeguarding Officer or the Deputy Lead Protection/ Safeguarding Officer.

Key Point

Whilst the Welfare Officer can also feedback general information to the person who raised the initial concern, it is essential to remember:

It is not your responsibility to undertake investigations

However, you would be expected to clarify information and report any concerns

The person to whom you made the referral will also advise you on your next course of action.