

**ARE YOU CONCERNED ABOUT THE BEHAVIOUR OF A MEMBER OF STAFF OR VOLUNTEER**

**YES**

Is it inappropriate behaviour or minor breach of Code of Conduct

**YES**

The CPO/Chairperson will take appropriate action

Possible Outcomes:  
- Informal word  
- Further training and support needed  
- Counselling  
- Discontinue Service

Is it serious poor practice/misconduct/breach of Code of Conduct

**YES**

The CPO/Chairperson will deal with it as a disciplinary/misconduct issue

Club Disciplinary Investigation

Reports submitted to Chairperson

Club Disciplinary Committee Hearing

Possible Outcomes:  
- Warning - verbal or written  
- Further training and support needed  
- warrants advice/warning as to future conduct/sanctions  
- Notify SASA  
- Discontinue Service

Could it be Child Abuse

**YES**

Report concerns/allegations to the CPO/Chairperson who must then ensure the safety of the child (and other children). Follow SASA Procedures and referral to the Social Work Dept and Police

If the allegations/concerns relate to the Chairperson report concerns to CPO and SASA who must refer concerns to the Social Work dept and the Police

If the allegation/concerns relate to the CPO follow SASA Guidelines and refer concerns to the Social Work Dept and the Police and SASA

Possible Outcomes:  
- Police enquiry  
- Criminal proceedings  
- Referral back to Disciplinary Committee  
- Possible civil proceedings  
- Discontinue Service

**OPPORTUNITY TO APPEAL**  
Should be available to any one under investigation as part of the principle of natural justice