



Procedure for internal enquiries and suspension including poor practice

BIPHA National Safeguarding Lead will provide support as necessary to regions and clubs appointed safeguarding/welfare officers as deemed appropriate including help to obtain support for affected children and young people, parents/carers and members.

- On being contacted BIPHA National safeguarding lead officer will make an immediate decision as to whether the individual accused of abuse should be temporarily suspended pending further inquiries
- Irrespective of outcomes from social services or police inquiries BIPHA NEC will assess all cases, on an individual basis, as to whether someone should be reinstated. This decision will be made on the advice of the relevant authorities (eg Police, Social services, NSPCC and Local Authorities) with the welfare of the child or young person remaining of paramount importance throughout

Procedure for poor practice

- Allegation made to local safeguarding officer and advice sought from National Safeguarding lead (in consultation with LADO if appropriate)
- Concerns dealt with as misconduct/disciplinary
- Investigation undertaken, and hearing held
- Outcome of disciplinary (eg no case to answer, advice or warning given, training/support required, other sanction, exclusion)
- Report outcome to National Safeguarding lead
- Disciplinary appeals process if required