Opportunity to appeal decision of the Disciplinary Hearing

***Possible outcomes:***

* Police investigation
* Criminal proceedings
* Civil proceedings
* Disciplinary Hearing
* Referral to Disclosure Scotland where PVG criteria met

Local Child Wellbeing and Protection Officer will report concerns to police

Local Child Wellbeing and Protection Officer conducts Initial assessment

Record on the Concern Recording Form

Report to Local and SWFA Child Wellbeing and Protection Officer

Serious poor practice/ misconduct?

Consider precautionary suspension where appropriate

Possible criminal behaviour?

Inappropriate behaviour?

Concern about the conduct of a member of staff, volunteer or member of Executive

Local Protection Officer will take appropriate action for members of local committee.

***Pi***

1. Disciplinary Hearing
2. Formal warning
3. Further training and support agreed
4. Dismissal
5. Referral to Disclosure Scotland where PVG criteria met

Situation will be managed according to Disciplinary Procedures for members of SWFA including reporting to SWFA Safeguarding Officer [callum.shanks@yahoo.co.uk](mailto:callum.shanks@yahoo.co.uk) (SWFA child protection policy)

***Possible outcomes:***

* No case to answer
* Informal discussion
* Formal discussion
* Further training and support agreed