

## **Dealing with concerns and allegations**

The Welfare Officer must be notified of any disclosures/allegations or if there are any concerns regarding a person's behaviour towards a child/adult or if a person may be harmed or at risk of harm or abuse at the earliest opportunity. Any worries or concerns will be dealt with in line with British Triathlon Safeguarding Policy and Procedures.

If not already aware, the Welfare Officer will inform the Committee Chair and Head Coach of the nature of the concerns (if they are not the subject of the concern) and a suitable course of action considered in line with Safeguarding policy and Code of Conduct. Committee members will be update on the situation as appropriate.

The Welfare Officer will complete a referral form that will include details of the nature of the safeguarding concern and the outcome/course of action.

Guidance states that it is not the role of the WO to determine whether the case requires a referral to Police and statutory agencies and that Linda Heywood (British Tri Safeguarding Lead; Linda Heywood 01509 260159) must be contacted to progress matters.

Abbey Clephane-Wilson (current WO) would strongly suggest that if it is deemed that a person is at immediate risk of harm that the Police or relevant statutory agency are contacted immediately.

All relevant concerns, allegations, complaints and their outcomes that have been dealt with and are not felt to require a referral to statutory agencies, or any emergency situations, will be dealt with by relevant members of the committee and escalated as appropriate.

Confidentiality will be maintained at all times as appropriate.