Answer Sheet 7: George

What are the risks and presenting facts?

- The category of concern here is physical abuse.

- There may also be a breach of safeguarding policy/code of conduct to address based on Amara's decision to ask Imogen to accompany George to the office unsupervised.

- Depending on her role, Imogen may hold a position of trust.

- There are inappropriate behaviours towards equines to address.

What would you do?

- The matter should be reported to your Safeguarding Officer and Member Body Safeguarding Lead, and information gathering will be required to understand what happened. At the point of disclosure the report is hearsay from a third party.

- Assess the immediate risk of harm. Refer the incident to the LADO. They will advise over any police or social services referrals.

- Depending on LADO guidance, consider a provisional suspension of Imogen. If you decide to remove her from post you may need to make a DBS/PVG/Access NI Referral.

- Assess any further breaches of policy/code of conduct with LADO and Safeguarding Officer (e.g. the lack of supervision) and put in place any measures agreed.

- Depending on any police/LADO outcome speak to George and his parents, remembering the voice of the child. Create a safe environment, listen, explain what will happen next and don't make any promises of anonymity. Address the inappropriate behaviour towards horses.

- Provide training to your staff and members on the importance of appropriate behaviours, prohibited conduct and supervision.

⚠️	**Consider the risk of harm**
📑	**Gather the required information (remember the voice of the child)**
☹️	**Address any concerning behaviours**
✅	**Make the relevant referrals (inform the right people)**

Recognise: What warning signs are there here? Know what to look out for.

Respond: Use active listening and open questions. Remain calm and don't share personal opinion.

Report: Consider confidentiality at all times. Pass relevant information to relevant people.

Record: Record the facts, your concerns, and any action taken in writing.