

Answer Sheet 4: Layla

What are the risks and presenting facts?

- Sexual assault and rape are serious criminal offences and need to be reported to the police. Organisations have a duty to keep their participants and members safe, and therefore you have to take action and make relevant referrals.
- It will be important to help Layla to cope with what has happened as she develops understanding, especially with her mental and emotional wellbeing.

What would you do?

- Discuss with Layla and her parents how they want the situation to be handled. Explain that the police have to be informed to protect other girls and help Layla.
- If Layla and her parents are willing to inform the police, support them through that process. Children's Social Care may be able to help Layla as well. If they do not want to report it, you still have a duty to refer this matter to the police and follow their advice. It is mandatory for those in a position of trust to refer safeguarding reports. You may commit a disciplinary offence if you fail to do so.
- Report the concern to your designated Safeguarding Officer, who will report it to the Member Body Safeguarding Lead. The Member Body Safeguarding Lead will check whether Nathan works or volunteers for other organisations that involve children.
- The LADO should be informed, as any professional or volunteer who works with children and has behaved inappropriately or may have harmed a child meets the threshold for LADO referral. This must not interfere with any ongoing police investigation. Any further activity will be as guided by police.
- Once the police have concluded their activities, you may be required to conduct a risk assessment to assess whether Nathan should continue to operate in federation activities. Your Member Body Safeguarding Lead will be able to support you with this. Remember that the criminal burden of proof is beyond reasonable doubt, whereas our burden of proof is on the balance of probabilities.



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.