

## Answer Sheet 8: Ryan

### What are the risks and presenting facts?

- This case study relates to repeated instances of poor practice and lower level concerns about a coach, including contact with minors. How has Ryan obtained the numbers to create a WhatsApp group?
- As the Chair of the club, you will have been made aware of previous reports related to Ryan, and any action or conversations that have already taken place. This will include whether the Safeguarding Officer has been involved so far.
- There may be breaches of the club code of conduct to address. There should be written records of previous concerns and action taken.

### What would you do?

- The report should be referred to the Club Safeguarding Officer and Member Body Safeguarding Lead. They will be able to assess whether Ryan has any additional roles with other federation Member Bodies. Refer to your Member Body's "reporting a concern" guidance.
- In line with Safeguarding Officer advice, carry out information gathering by speaking to the parents of the children involved (remember the voice of the child where possible).
- This is not an isolated incident and so will warrant further action, for example a disciplinary process under your safeguarding policy.
- In consultation with your Safeguarding Officer, consider the appropriateness of temporarily suspending the coach if you feel there is a risk to participants. If you do suspend, ensure there is a support person in place for the coach as a point of contact.
- Once the investigation has taken place, actions may include further training, mentorship, a written warning etc. Refer to your safeguarding policy and rules.
- To reduce risk moving forwards, run sessions with parents and participants about appropriate behaviour and acknowledge and support those who brought the concern to your attention.



**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.