

**Sorrel Youth Cafe
CRB Policy**

Policy History	
V1	Agreed Committee Meeting 8 Feb 10
V2	Agreed Committee Meeting 28 Sept 10
Next Review	Sept 2011

1. Introduction

1.1 The Sorrel Youth Cafe is designed to be a safe place for young people.

2. Allegations against an Employee or Volunteer

2.1 Sorrel Youth Cafe Management Committee will assure all staff and volunteers that it will fully support and protect anyone, who in good faith reports his or her concern that a colleague is, or may be, abusing a child. Where there is a complaint against a volunteer there may be three types of investigation:

- A criminal investigation,
- A child protection investigation,
- A disciplinary or misconduct investigation.

2.2 The results of the police and child protection investigation may well influence the disciplinary investigation, but not necessarily.

3. Action if there are concerns

3.1 Concerns about poor practice:

If, following consideration, the allegation is clearly about poor practice; this will be dealt with as a misconduct issue. If the allegation is about poor practice by the Designated Child Protection worker or if the matter has been handled inadequately and concerns remain, it should be reported to the Chair of the Management Committee who will decide how to deal with the allegation and whether or not the organisation should initiate disciplinary proceedings.

3.2 Concerns about suspected abuse:

- Any suspicion that a child has been abused by a volunteer should be reported to the Designated Child Protection worker, who will take such steps as considered necessary to ensure the safety of the child in question and any other child who may be at risk.
- The Designated person will refer the allegation to the social services department who may involve the police, or go directly to the police if out-of hours.
- The parents or carers of the child will be contacted as soon as possible following advice from the social services department.
- If the Designated Person is the subject of the suspicion/allegation, the report must be made to the appropriate Manager or Chair who will refer the allegation to Social Services.

3.3 Internal Enquiries and Suspension

- The Designated Child Protection worker will make an immediate decision about whether any individual accused of abuse should be temporarily suspended pending further police and social services inquiries.

3.4 Irrespective of the findings of the social services or police inquiries the Management Committee will assess all individual cases to decide whether an employee or volunteer can be reinstated and how this can be sensitively handled. This may be a difficult decision; particularly where there is insufficient evidence to uphold any action by the police. In such cases, the Management Committee must reach a decision based upon the available information which could suggest that on a balance of probability it is more likely than not that the allegation is true. The welfare of the child should remain of paramount importance throughout.