FLOWCHART - PROCEDURE FOR RESPONDING TO CONCERNS ABOUT THE CONDUCT OF AN ADULT

Concern about the conduct of a member of staff, volunteer or member of the Board

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Report to Arlene Sinclair, Rangers FC Child Wellbeing and Protection Officer on 07545059463
Record on the Concern Recording Form and email to arlenesinclair@rangers.co.uk

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Initial assessment to establish the basic facts → **Consider precautionary suspension where appropriate**

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Inappropriate behaviour?

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Line manager will take appropriate action

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Possible outcomes:
- **No case to answer**
- **Informal discussion**
- **Formal discussion**
- **Further training and support agreed**

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Serious poor practice/ misconduct?

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Situation will be managed according to the Club's Disciplinary Procedures

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Possible outcomes:
- **No case to answer**
- **Disciplinary Hearing**
- **Formal warning**
- **Further training and support agreed**
- **Dismissal**
- **Referral to Disclosure Scotland where PVG criteria met**

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Possible criminal behaviour/ child abuse?

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Rangers FC Child Wellbeing and Protection Officer will report concerns to police

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Possible outcomes:
- **Police investigation**
- **Criminal proceedings**
- **Civil proceedings**
- **Disciplinary Hearing**
- **Referral to Disclosure Scotland where PVG criteria met**

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Opportunity to appeal decision of the Disciplinary Hearing