

Scenario A

Michael, aged 45, is employed as a caretaker for a warden controlled development and lives in accommodation on site that is provided as part of his employment conditions.

The majority of the residents are elderly, some of whom are housebound.

Michael has worked for the housing provider for 5 years and has proved himself to be a popular and reliable employee who is well thought of by residents

He often helps residents with picking up shopping and other practical tasks although this is not part of his role.

He is known to be a sociable individual and has been observed talking to the families who visit their relatives and playing football outside with grandchildren.

The warden of the property notices that Michael seems to be particularly friendly with a group of adolescent children whose relatives live on the development. She has witnessed him giving the children sweets and cans of drink that she suspects was alcohol

She hears on the grapevine that Michael has had the children come to his flat but when questioned, Michael states that they had come to ask for his assistance in fixing their grandparent's faulty door handle and he had invited them in to wait while he finished his lunch.

The warden subsequently receives a complaint from the daughter of a resident who alleges that her 15 year old daughter and friend were invited to Michael's flat and he gave them a Bacardi breezer and asked them to watch a film with him.

The girls had thought that he seemed a bit 'weird' although he had not made any sexual advances towards them.

Are you happy with Michael's behaviour?

What should the warden do in this situation?

Have any policies or procedures been breached?

Scenario B

Manni is an escort for ABC Cars which has a contract with the Local Authority to provide transport for children who attend a special school. He has been with the company for 6 months.

One of the children they transport regularly is Charlie who has physical and emotional problems. Charlie has limited mobility and uses a wheelchair.

Charlie lives the furthest away from school and is usually the last person to be dropped off on the round.

Charlie's mother has contacted the school twice in the last fortnight to report that he has been late being dropped off. The school advised her to contact the Manager at ABC Cars. Charlie had told his mother that they were late because the car stopped for Manni to pray.

Yesterday, Charlie arrived home half an hour late and had wet himself. Mum asked why he had not asked to go to the toilet but Charlie said that he was on his own in the vehicle as Manni had got out to pray, and that he thought he could wait until he got home.

Mum phones the Manager of ABC to complain and following the call, the Manager speaks to Manni. Manni says that he is required to pray because of his faith and that it was unfortunate they were delayed in traffic as otherwise Charlie would have been dropped off before prayer time. The Manager knows that he needs to be respectful of people's beliefs under the equalities legislation and is not sure how to respond.

Are you happy with Manni's behaviour?

What should the manager do in this situation?

Have any policies or procedures been breached?

Scenario C

Richard aged 55 is a YOT (youth offending team) Manager who joined the service last year. He has a great deal of experience and is known as someone who is very skilled at relating to young people who may at times present challenging behaviours. Richard comes from a background of residential care and has also worked at a Young Offenders Institute.

He is a popular colleague and members of his team find him a supportive manager who is always willing to step in and help out if needed.

Since Richard joined the service, he has been instrumental in developing group work for young offenders and has forged links with a number of education providers which has helped to expand some of the options available for young people not in education or employment. This has included courses in music production, fashion, and photography.

Richard is himself a keen photographer and has offered his services to colleagues to take photographs of weddings and other celebrations. Richard has attended some of the sessions at college, stating that he is keen to support the partnership initiative and oversee the behaviour of the young people to make sure the scheme is a success.

One of the young people who attends the service tells her YOT worker that she would like to attend the fashion course and has heard that it may lead to opportunities for modelling. The YOT worker says she does not think this is the case but suggests the young person discusses with the college. The young person says that she is aware that another young person has had some photos taken by Richard for a portfolio. At her next appointment she tells her worker that she has heard that Richard has offered money for taking provocative poses of several young people known to the service for a calendar he is making

Are you happy with Richard's behaviour?

What should his manager do in this situation?

Have any policies or procedures been breached?