

More Managing allegations case studies

A female member of staff aged 38 consumes a large quantity of alcohol at a staff party. She persuades a 21-year-old apprentice residential worker, who is on a placement, to join her in some selfies, where they appear to be kissing each other. She posts the photos on her Facebook account which elsewhere identifies the home. A colleague sees the photos and shares their concern about this verbally with the Designated Safeguarding Lead (DSL)

Mr. Simpson, a volunteer for a charity that provides support for vulnerable children, is part of a group of volunteers at a group event involving children from the charity's short breaks home. During the event, Mr. Simpson is seen on the edge of the group talking to a child who is on his own for a significant period. He also sits with the same child during lunch, and is seen speaking to the child later in the day when waiting for the parents to collect him.

Another volunteer speaks to the charity's Safeguarding Lead (SL) about this, as it did not sit comfortably with them, and the SL makes a record of the information shared as a low-level concern.

The SL asks to speak to Mr. Simpson and, during their conversation, asks if he was aware of any behaviour which may have caused any possible concern whilst he was on the outing. Mr. Simpson explains that the child in question was "having a bad day," and he felt he needed some extra support and, new to volunteering, had not come across a situation like this before. He is horrified to hear that someone was concerned about his behaviour.

Several children in a home approach the manager to raise a concern that one of the members of staff doesn't respect their personal boundaries and regularly touches them on the shoulder or squeezes between them to watch TV on the couch.

The DSL makes a record of the discussion and consults with the LADO. An initial conversation is held with the member of staff who explains they are trying to get alongside the young people but feel continually rejected by them. They are on the verge of handing in their notice because they feel they are not good at building relationships.

An off duty member of staff contacts the home to let them know they have one of the young people in their car. They had been driving to a local town and found the young person walking along the edge of a busy A road. The member of staff does not have business insurance and the home has a policy that staff do not use their personal vehicles with young people. The member of staff knows this and is seeking management advice about what to do – they explain they were worried the young person could have got hurt.