

Concern/Incident/Allegation or  
Observation about a professional or  
volunteer's contact with a child

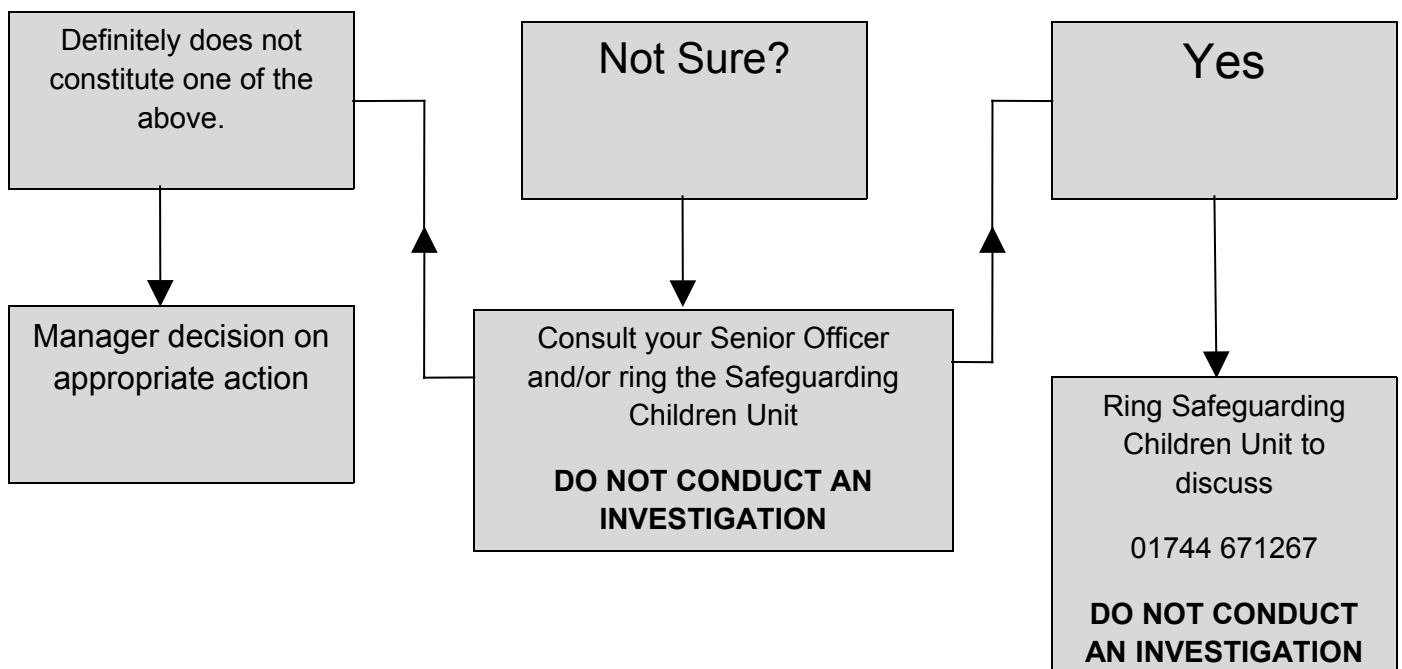
## Consider these 3 questions

Has this  
harmed/or may  
have harmed a  
child?

Is it possible this  
is a criminal  
offence against or  
related to a child?

Has the person behaved  
towards a child in a way  
which indicates they are  
unsuitable to work with  
children?

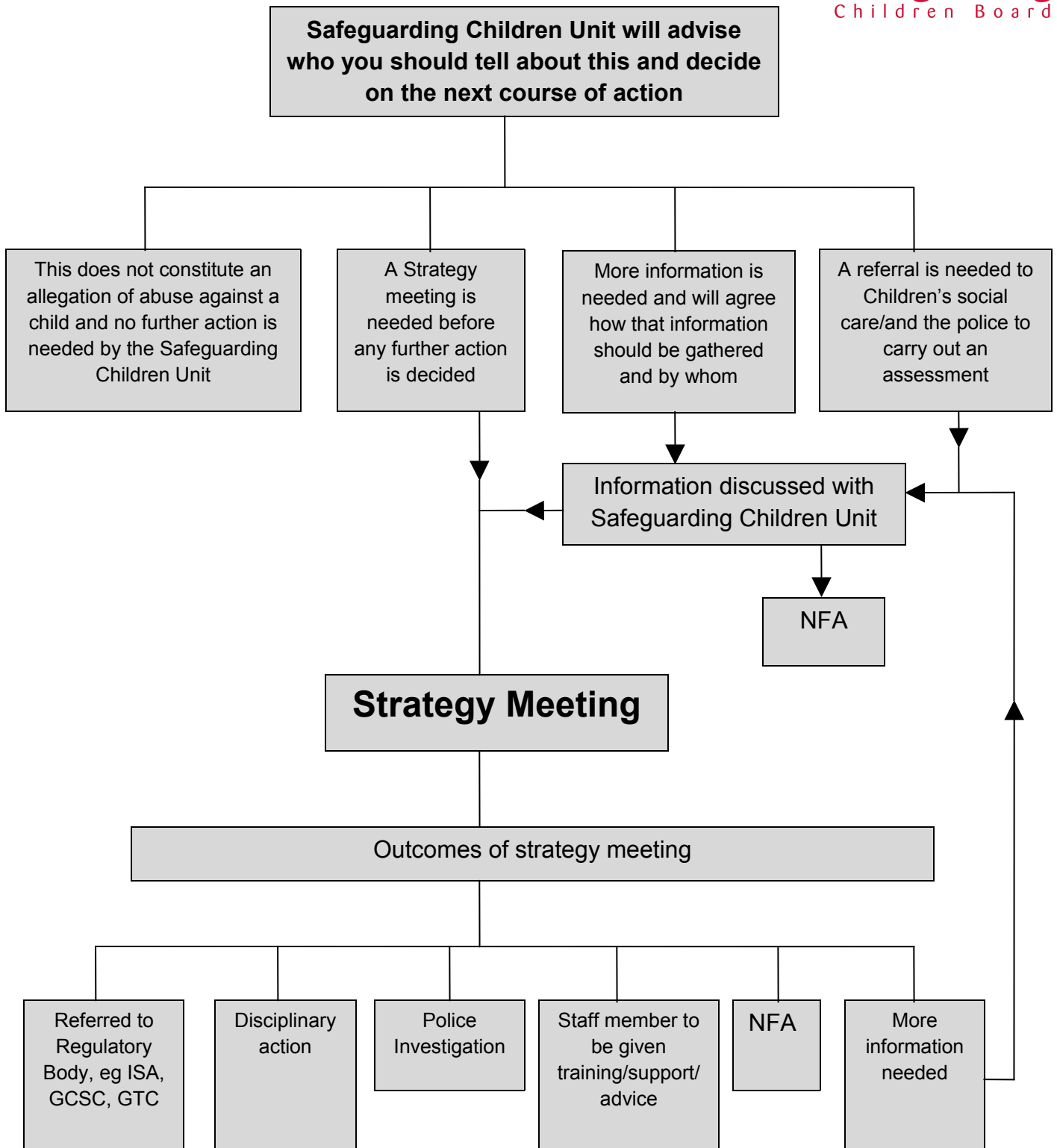
You should record your concerns and your decisions at this stage which  
will be one of the following



Child Protection? – make an IMMEDIATE referral

01744 456600

Out of hours 0845 050 0148



**In all cases when the investigation is completed written confirmation should be given to person who has been subject to the investigation and their employer**