

Transferable Risk / Management Plan

GUIDANCE

This guidance is by no means exhaustive and is to be used as a guide only.

Your assessment of transferable risk/s should be shared openly with the subject. Please do not include any information that would put another person at risk or is confidential.

It should remain in place for a period of time set by the employer and reviewed at intervals as agreed with the subject.

A risk assessment should be used as a working tool (if the subject is to remain in your employment), rather than a 'one off' piece of work, hence the importance of reviewing it.

From the incident/allegation, how would this transfer into potential harm to children and children in your organisation. It is important to be clear and explicit in this. The risk assessment should name the concern/allegation and identify all of the potential transferable risks to children and the level of risk.

Examples of transferable risk?

- Risk from one employment to another (including volunteering)
- Risk to children at work (due to own children being subject to CP/under criminal investigation i.e possession of indecent images of children)
- Risk to children from behaviour outside work (possession of weapon/ serious drug offences / extremist behaviour / publically expressing extremist views / domestic abuse / sexual or physical assaults on an adult.
- Close association with someone in personal life who presents a risk of harm to a child.

Considerations

- Similarity of roles / responsibilities between the role where the incident took place and their role within your organisation.
- Their role with children involved with your organisation
- Their history of safeguarding concerns/low level concerns/conduct issues within your organisation.
- Are there particular circumstances that are unlikely to be replicated within your agency (i.e drink driving offence, but the subject does not drive as part of their role).
- Reputational risk to the agency.
- What measures need to be put in place to manage this risk -
 - Suspension / alternative working arrangements
 - Additional supervision
 - Removal of some duties / responsibilities

- *Does the allegation raise concerns around the subject being willing/able to follow your internal safeguarding procedures?*
- *Do they have any responsibility for safeguarding within their role?*

Please consider whether you feel that each identified risk is low, medium or high and whether each risk can be managed/mitigated, state how. This is likely to assist you in your decision making around future employment,