



Determining actions

Determining actions regarding an event and addressing the participation of an accused individual—especially when the evidence is inconclusive—can be challenging. Here’s a guide to help promoters navigate this situation effectively:

1. Immediate Actions Regarding the Event

Review Event Policies:

Evaluate existing policies regarding conduct, participation, and safeguarding. Ensure these policies are clear and accessible to all staff, volunteers, and participants.

Ensure Safety:

Assess if there is any immediate risk to other individuals involved in the event. If there’s a concern about the accused being a potential risk, prioritise safety.

2. Options for Managing the Accused’s Participation

Temporary Suspension:

Consider a temporary suspension or exclusion from events while further assessments are made. This can act as a precautionary measure while ensuring the safety of participants. Inform the accused of the temporary status and clarify the process for reviewing this decision.

Warnings:

If you suspect the accused may pose a risk but do not have sufficient evidence for a full ban, consider issuing a formal warning. This warning can outline:

- The nature of the concerns raised.
- The expected behaviour moving forward.
- The consequences of failing to adhere to these expectations.

3. Implementing a Ban

Conditions for a Ban:



If you believe that the accused poses a potential risk and the safety of participants is at stake, you may choose to ban them from attending events, even in the absence of hard evidence.

These conditions can include:

- Concerns raised by credible sources, even if they are not substantiated with "hard evidence."
- Previous patterns of concerning behaviour that may not qualify as abuse but can create discomfort or fear among participants.

Policy Alignment:

Ensure that any decision to ban is consistent with your organisation's safeguarding policies and ethics. Clearly document the rationale for the ban, noting the safety concerns, potential risks, and any prior incidents related to the individual.

4. Communicating Decisions

Transparency and Communication:

When communicating decisions regarding the accused, maintain professionalism:

- Inform the accused of the ban or warning in a private and respectful manner.
- If necessary, communicate the rationale to relevant individuals to ensure that staff and volunteers understand the context, while upholding confidentiality where appropriate.

Consider Participant Impact:

If banning the individual may affect event dynamics or participant feelings, consider how to address this. For example:

- Communicate with the broader community about your commitment to safety and the actions taken in light of the situation.

5. Monitoring and Reviewing

Ongoing Evaluation:



Keep the situation under review. Consider regular assessments regarding the decision made about the accused and be open to revisiting the decision based on future behaviour or new information.

Consulting Experts:

If unsure about the severity of risks, consider consulting with external safeguarding experts or local authorities for guidance on best practices.

6. Documentation

Record Keeping:

Document all decisions made, conversations held, and actions taken regarding the accused. Clear and thorough documentation will support your organisation in case of future inquiries or questions regarding the handling of the situation.

Conclusion

Managing allegations and concerns around an accused individual is complex, especially when dealing with ambiguous situations. Prioritising safety while balancing the rights and well-being of all parties involved is crucial. By approaching the matter thoughtfully and abiding by established guidelines and policies, promoters can navigate these difficult situations more effectively.