

Questions to assist in decision making regarding disclosure to the employer and decision making

| Questions | No action under abuse of position of trust policy | Some cause for concern requiring further investigation | Cause for concern |
|---------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------|----------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------|
| Does the person work in a setting where there are or are likely to be adults with care and support needs? | No | Yes | Yes |
| What type of access to adults does the person have? Adults in setting are supervised at all times? Has access, supervised and unsupervised? | N/A | Adults in setting are supervised at all times | Has access, supervised and unsupervised |
| How frequently does the person have access to adults at risk? | N/A | Infrequently, not part of their job role | Potentially at any time, is part of their job role |
| What is the severity of the allegation? | N/A | No crime and no allegation of physical or sexual violence or exploitation. | Severe, criminal or non-criminal allegation of violence, psychological abuse, theft, neglect, substance misuse etc. |
| What would the impact be on an adult at risk if harm were to occur? | N/A | None | Impact likely |
| Likelihood of reoccurrence | N/A | Unlikely to re occur | Possibility of recurrence |
| Does the incident relate to them as a victim or perpetrator | N/A | Victim | Perpetrator |