



Safeguarding & Discipline in the Care Sector

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Safeguarding and employees

How to deal with employees who have had allegations relating to safeguarding made against them

Safeguarding and employees

- Risk management
- Higher standards of management
- Improved audit trails for CQC inspections and litigation

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- Skills to handle difficult situations ensuring consistency and minimising legal risk
- Knowledge of employment legislation
- Develop confidence in handling disciplinary and appeal hearings

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- ACAS Code of Practice (employment practice)
- CQC (safe, effective, caring, responsive to people's needs, well-led)

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- What kind of incidents may be classed as gross misconduct and when a lesser penalty is required
- The importance of policies and procedures for communicating a shared understanding of standards

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- When to suspend
- The importance of record keeping and documentation
- Internal investigations including data and privacy issues
- Effective questioning and disciplinary meetings

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- Appropriate action and the proper use of penalties and sanctions
- How to deal with appeals
- When should you report matters to the DBS, including dismissal or resignations

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- Options available if an employee brings a claim
- Any Questions?

Safeguarding and employees

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Thank you for our discussion!

