

# The Function and Membership of Strategy Meetings

## The Function of Strategy Discussions

(Where these relate to allegations against an adult who works with children and young people.)

Strategy Discussions take place to:

- Ensure that arrangements are in place to protect the child/ren involved and any other children affected, including taking emergency action where needed;
- Review the three criteria set out in Allegations Against Staff or Volunteers Procedure, Introduction and Criteria;
- Review any previous concerns or allegations regarding the conduct of the accused person;
- Consider whether there should be a Section 47 inquiry (Children Act 1989) and/or police investigation and consider the implications;
- Consider whether any parallel disciplinary process should take place;
- Consider whether a complex abuse investigation is applicable;
- Identify why the alleged or acknowledged behaviour raises concerns about suitability to work with children and young people;
- Determine what information can be shared, with whom and when;
- Consider what support should be provided to all children who may have been affected directly and indirectly;
- Consider what support should be provided to the person against whom the allegation has been made and others who might have been affected;
- Ensure that investigations will be sufficiently independent;
- Agree arrangements to inform the child's' parents, and consider how to provide them with support and information during any enquiries;
- Make recommendations where appropriate regarding suspension, or alternatives to suspension;
- Take note of agreed timescales;
- Consider the need to share the statements and evidence with the employer.

## List of individuals who should be invited to a Strategy Meeting

Attendance should include the following practitioners/managers. The DO will decide in each individual case the appropriate membership of the specific strategy meeting:

- Local Authority Designated Officer (DO) (or delegated officer);
- Employer and/or Senior Manager;
- Relevant child care social worker and his/her manager;
- Supervising social worker and his/her manager when an allegation is made against a foster carer;
- Police;
- Senior representative of the employment agency or voluntary organisation if the member of staff or volunteer has been placed by them, unless it is alleged that they have colluded or failed to respond to previous complaints;
- Those responsible for regulation and inspection e.g. Ofsted, where the allegation is against a child-minder or owner of a regulated setting;
- Human Resource personnel, where in post;
- A medical practitioner with specialist knowledge where appropriate;
- Where a child is placed by or resident in the area of another Local Authority, a representative of that Authority;
- Complaints officer if the concern has arisen from a complaint;
- A representative of the legal department of the Local Authority.