

Undertaking Large Scale Investigations Supplementary Guidance

When considering the actual investigation consider carefully whether the provider is able to conduct an objective and appropriate investigation.

Aspects to consider:

Is the provider a single owner and if so would they require additional support to undertake the investigation? (single owners may not have the extensive network of the national or sub regional providers to bring in additional support to conduct objective interviews with staff.)

- Can they provide an objective view of the circumstances being investigated?
- Do you perceive there to be a professional and sufficiently distant relationship between manager and their area manager
- Have there been previous allegations investigated by the provider that were unable to be proven for any reason?
- Are managers within the provider home or service implicated in the allegations?
- Are there any conflicts of interest between the provider managers and staff involved?.
- Have there have been any previous concerns about the quality of previous safeguarding investigations?
- Has the provider home or service been investigated before? Are there reoccurring patterns of incidents of abuse, or types of abuse indicated?

If any of these areas are identified then consider whether to conduct the staff interviews jointly or independently of the provider.

An independent approach will provide a level of objectivity in situations where the provider would not be able to. This can support staff to speak out about abuse they may have seen and provide the support to the owner/manager through very difficult and stressful events especially if there are repeated anonymous alerts.