

G27 – Interim Suspension of Individuals Pending an Investigation

The policies and guidelines referenced within this document are those of British Canoeing and its Home Nation associations.

Guidance for Individuals

This guidance document explains the procedure following the issue of an Interim Suspension from the British Canoeing Safeguarding Case Management Group.

Receipt of British Canoeing Interim Suspension Letter

You have been issued with a British Canoeing Interim Suspension because we have received information which gives us cause for concern and needs to be investigated further. The Interim Suspension is a neutral act to protect all parties and does not indicate guilt.

The investigation into the allegation or concern will be carried out by our specialist child protection consultants WT Associates on behalf of British Canoeing or by another individual appointed by the Home Nation association. The outcome of the investigation will be assessed by the British Canoeing Safeguarding Case Management Group or Home Nation equivalent.

Please read the Interim Suspension letter which accompanies this guidance document carefully as it explains what activities you are prohibited from participating in for the duration of the investigation. In most cases this will exclude you from all club or centre activities pending the outcome of the investigation.

You are required to return a signed copy of the letter to British Canoeing which assures us that you understand the terms of your Interim Suspension. Please do this as quickly as possible.

Support During the Investigation

The Home Nation Safeguarding Support Officer is available to provide impartial telephone support and advice to you throughout the investigation. The Support Officer will be neutral to the case and will not be the designated contact for the individual(s) who have raised the concern/ allegation nor will they be a member of the Case Management Group or Home Nation Safeguarding Group who will be assessing the case.

- **British Canoeing Safeguarding Support Officer: Keith Hampton – 07740 820113**
- **CANI Child Protection Officer: Mary Doyle – 02890 738884**
- **SCA Lead Child Protection Officer: Andy Murray – 07900 887007**
- **WCA Child Protection Officer: Nigel Midgley – 07971 783080**

Club/ Centre Notification

All attempts will be made to keep information as confidential as possible. British Canoeing will only share information about your Interim Suspension on a 'need to know' basis. This may include, but is not restricted to, the Welfare Officer, Club Chair/ Centre Manager. The individuals at the club/ centre who hold any information will be asked to ensure confidentiality is maintained at all times.

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It is important to note that in order to ensure the Interim Suspension is effective and complied with – it may be necessary to tell a wider group of people. Your assistance in this matter will often assist in how wide a circulation is necessary.

Police or Statutory Agency investigation

If an Interim Suspension has been issued because of an ongoing Police/ Statutory Agency investigation or if during the course of the British Canoeing investigation it is deemed necessary to involve the Police/ Statutory Agency, British Canoeing will be unable to proceed with their investigation until a conclusion is reached. This may take some time; often many months. During this time your Interim Suspension with British Canoeing will remain in place and will be regularly monitored by the British Canoeing Safeguarding Case Management Group.

British Canoeing Investigation

If there is no Police/ Statutory Agency involvement or if their investigation has reached a conclusion, British Canoeing will undertake their own investigation and whilst every effort is made to complete these as quickly as possible it can take time to gather information. As part of this process, you may be asked to meet with representatives of the British Canoeing Safeguarding Case Management Group. This will allow you the opportunity to answer and address the concerns which have led to your Interim Suspension. Your Interim Suspension will remain in place during this time.

Conclusion of Investigation

Once the British Canoeing Safeguarding Case Management Group or Home Nation Safeguarding Group has concluded their investigation a decision will be reached about your future involvement in the sport.

If the British Canoeing Safeguarding Case Management Group or Home Nation Safeguarding Group decides to lift the Interim Suspension, you (and your club/ centre) will be informed and you will be able to return to your usual club or centre activities. However the club or centre may themselves wish to consider their own Disciplinary action.

The British Canoeing Safeguarding Case Management Group may decide to keep the Interim Suspension in place and commence Disciplinary Action.

Contacts:

- **British Canoeing Child Protection Officer: Mark Williams-Thomas - 07917 695559**
- **British Canoeing Safeguarding Support Officer: Keith Hampton - 07740 820113**
- **CANI Child Protection Officer: Mary Doyle – 02890 738884**
- **SCA Lead Child Protection Officer: Andy Murray – 07900 887007**
- **WCA Child Protection Officer: Nigel Midgley – 07971 783080**