# Investigations Ì Why, When & How

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#### Poll

Who in our audience has had the joyous task of having to undertake some form of investigation?





# Types of Investigations

Different types of investigation

Disciplinary

Performance Management (capability)

Sickness Absence

Grievances/ Dignity at work

Whistleblowing











# Skills & Experience

Must be able to manage witnesses and those being investigated

Experience to look into complex layers of information

Be able to present information robustly & coherently at hearing, appeal and even tribunal

Be able to manage challenge from TU, legal reps, etc

Have appropriate HR / legal support









#### Poll

# Which allegation would you use in this case?







# Allegations and Breaches cont

If proven the conduct is in breach of the Teachers Standards which state:





## Whistleblowing

Need to be alive to whistleblowing when allegations are made

Assess whether whistleblowing or not

Investigate under the correct policy

Remember additional protections for whistle blowers













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#### Please note

The information contained in these notes is based on the position at May 2020. It does, of course, only represent a summary of the subject matter covered and is not intended to be a substitute for detailed advice. If you would like to discuss any of the matters covered in

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