## Example 2:

Tina is the manager of a private leisure centre in the North East.

David joined the team three months ago, and support and supervises activities in the centre. There have already been several complaints from younger women who use the centre about sexually inappropriate comments, overly tactile and lewd behaviour that has made customers so uncomfortable they have complained.

Despite being challenged about these, these behaviours have persisted. Tina is concerned about the lack of boundaries and awareness of the impact of his actions. Tina addresses these issues within their organisations disciplinary processes, and through this decides to end David's employment with them.

Tina however is aware that David in recent weeks has taken on a second job working with younger women with a learning disability, which involves taking them out on activities on a one-to-one basis. Tina raises her concerns with David as to how he might relate to them. David declines any discussion and declines to speak to his other employer about these issues.

Tina weighs up the potential risk to those women with learning disabilities, people who may not be able to speak up for themselves; and considers the potential impact on David of breaching his privacy.

The private leisure centre is not a public body nor is it commissioned by one. However, the manager considers that it is in the legitimate interests of those residents to consider sharing the information.

Upon weighing up the decision, Tina is so concerned that she decides it is justified and necessary to inform the manager of that service of their concerns so that they can assess any potential risk and take actions if needed.

Tina contacts the manager of the learning disability service, who already has feedback from colleagues about suggestive comments towards female staff. They decide to seek advice from their HR manager about how to assess and manage potential risk in their service.