

Request for anonymity flowchart

This flowchart should be used when the complainant has identified themselves in the complaint but has requested that their identity is kept confidential from the subject member.

Step1

Does the request meet any of the following criteria:

1. The complainant has reasonable grounds for believing that they will be at risk of physical harm if their identity is disclosed.
2. The complainant is an officer who works closely with the subject member and they are afraid of the consequences to their employment or of losing their job if their identity is disclosed (this should be covered by the authority's whistleblowing policy).
3. The complainant suffers from a serious health condition and there are medical risks associated with their identity being disclosed (in such circumstances, the Standards Committee may wish to request medical evidence of the complainant's condition).

No

Yes

Step 2

Is the matter so serious that the public interest in proceeding with an investigation outweighs the complainant's wish to have their identity withheld from the member?

No

Yes

Assessment Sub-Committee can give the complainant option to withdraw their complaint.*

The Assessment Sub-Committee can proceed with the investigation or other action and refuse the request for confidentiality.

Is it possible to investigate the matter without the complainant's identity becoming known? Eg cases involving bullying may be impossible.

No

Yes

The Assessment Sub-Committee can proceed with the investigation or other action and grant the request for confidentiality.

*The Assessment Sub-Committee can also decide to proceed with the matter.