

Girnhill Infant School



'Where everyone is valued and futures matter'

Managing Allegations against Staff Policy

These procedures apply where an allegation is made against any person working in or on behalf of the school that he or she has:

- a) Behaved in a way that has harmed a child or may have harmed a child
- b) Possibly committed a criminal offence against or related to a child or
- c) Has behaved towards a child or children in a way that indicates s/he is unsuitable to work with children

When an allegation is made, we will always follow the Wakefield Safeguarding Children Board procedures and work with the LADO. These can be accessed at www.Westyorkscb.proceduresonline.com (click on Contents, and find the section entitled "Safeguarding Partnership arrangements Workforce" under which you will find "2.5 Allegations Made Against Persons who Work with Children"). School also adheres to the DFE guidance 'dealing with allegations of abuse against teachers and staff.' A full copy of this document can be found in the Appendices of the document. Detailed records will be made to include decisions, actions taken, and reasons for these. All records will be retained securely in a locked filing cabinet in the Filing cabinet room.

Whilst we acknowledge such allegations, (as all others), may be false, malicious or misplaced, we also acknowledge they may be founded. It is, therefore, essential that all allegations are investigated properly and in line with agreed procedures.

Initial Action

- The person who has received an allegation or witnessed an event will immediately inform the Headteacher/ designated DSL and make a record
- In the event that an allegation is made against the Headteacher, the matter will be reported to the Chair of Governors who will proceed as the 'Headteacher'

- The Headteacher will take steps, where necessary, to secure the immediate safety of children and any urgent medical needs
- The member of staff will not be approached at this stage unless it is necessary to address the immediate safety of children
- The Headteacher may need to clarify any information regarding the allegation, however no person will be interviewed at this stage
- The Headteacher will consult with the Local Authority Designated Officer in order to determine if it is appropriate for the allegation to be dealt with by school or if there needs to be a referral to social care and/or the police for investigation
- Consideration will be given throughout to the support and information needs of pupils, parents and staff
- The Headteacher will inform the Chair of Governors of any allegation.

In some circumstances, where the criteria of these procedures have been met, a strategy meeting may be convened with the LADO where recommendation for action will be made.

This policy was reviewed in August 2019 and ratified by governors 2nd October 2019.
It will be reviewed next in August 2020.