

TWERTON INFANT SCHOOL & NURSERY



*Excel at Twerton
- the school that cares*

MANAGING ALLEGATIONS MADE AGAINST A MEMBER OF STAFF OR VOLUNTEER POLICY

September 2019

AIMS AND EXPECTATIONS:

Working with children puts all adults in a position of trust, as such all staff need to be clear about their responsibilities and about appropriate and safe behaviours for working with children.

For the purpose of this policy statement, an allegation is where an adult working with on behalf of children has:

- behaved in a way that has harmed, or may have harmed a child, or
- possibly committed a criminal offence against or related to a child, or
- behaved towards a child or children in a way that indicates unsuitability to work with children.

Twerton Infant School and Nursery adhere to the guidance as set out in DfE 'Working together to Safeguard Children' 2018 and the statutory guidance from the DfE 'Dealing with Allegations of Abuse against Teachers and Other Staff' 2011.

PROCEDURES:

- All staff, volunteers and students have a duty to disclose any concerns they have about the conduct of other staff, volunteers and students (See separate Whistleblowing Policy).
- The Headteacher will respond to any disclosure by children or staff that abuse by a member of staff has/is taking place.
- Any allegation of abuse made against a teacher or other member of staff or volunteer will be dealt with quickly and in a fair and consistent way. This will ensure effective protection for the child and at the same time support for the person who is the subject of the allegation
- It is the responsibility of the Headteacher (or in his absence the Deputy Head), to gather accurate information/evidence (dates/times/witnesses) where an allegation has been made against a member of staff.
- If an allegation is made against a member of staff, the Headteacher will inform the Local Authority Designated Officer (LADO).
- The Headteacher will inform the accused person about the allegation as soon as possible after consulting the LADO.
- Reports should be made to the Chair of Governors in the absence of the Headteacher or in cases where the Headteacher is the subject of the allegation
- Parents or carer's of a child or children involved should be told about the allegation as soon as possible if they do not already know of it. However, where a strategy discussion is required or police or local authority children's social care services need to be involved, the Head should not do so until those agencies have been consulted and have agreed what information can be disclosed to the parents.
- We will inform Ofsted about any substantiated allegations as soon as possible, and submit a written report within 14 days.
- At Twerton Infant School and Nursery we ensure that all parents know how to complain about the behaviour or actions of staff or volunteers (See separate Complaints Policy).

Confidentiality:

- The Headteacher will take advice from the LADO, police and local authority social care services to agree the following:
 - who needs to know and exactly what information can be shared
 - how to manage speculation, leaks and gossip
 - what if any information can be reasonably given to the wider community to reduce speculation and
 - how to manage press interest if and when it should arise
- Staff are only employed having been through a robust recruitment process (See Safer Recruitment Policy).

This policy will be reviewed in September 2020.