



Statement of procedures for dealing with allegations of abuse against staff/colleagues/visitors/Trustees

This document is to be read in conjunction with the local authority Safeguarding Children Board or Partnership Procedures on Allegations against staff and volunteers.

When an allegation is made, procedures will be followed as in section 13 of the Child Protection and Safeguarding Policy and in accordance with *Keeping Children Safe in Education September 2019* - part 4 – It is rare for a child to make an entirely false or malicious allegation, although misunderstandings and misinterpretations of events do happen.

A student may also make an allegation against an innocent party because they are too afraid to name the real perpetrator. It must be accepted that some professionals do pose a serious risk to students and we must act on every allegation. Staff who are the subject of an allegation have the right to have their case dealt with fairly, quickly and consistently and to be kept informed of its progress.

All allegations made against staff will be managed by the case officer. This will normally be the School Principal or if they are the accused, by the CEO or Chair of Trustees. All allegations made against staff will be discussed by the case manager with a designated officer in the LADO team at the pupil's local authority to consider the nature, content and context of the allegation and agree a course of action.

The accused will then be informed of any allegation against them unless the discussion with LADO determines a need to inform other agencies before doing so. Our academy has a duty of care to any member of staff who has had an allegation made against them and the case manager should appoint a representative to keep them informed of the progress of the case and consider what other support is appropriate.

Parents will be informed of the allegation as soon as possible as well as any actions to support their child and their duty of confidentiality.

The circumstances of the allegation will determine what if any action will be taken. Suspension is not the default option and alternatives to suspension will always be considered. However, in some cases staff may be suspended where this is deemed to be the best way to ensure that allegations are investigated fairly, quickly and consistently and that all parties are protected.

Staff, parents, carers and Trustees are reminded that publication of material that may lead to the identification of a teacher who is the subject of an allegation is prohibited by law.

Publication includes verbal conversations or writing, including content placed on social media sites.

In accordance with *Keeping Children Safe in Education September 2019* the school will make every effort to maintain confidentiality and guard against unwanted publicity while an allegation is being investigated or considered.

Next Review; September 2021