



# Stonegate Primary School and Little Acorns Pre-School



## Statement of procedures for dealing with allegations of abuse against staff

This policy was adopted in September 2020

This policy was reviewed in July 2023

This policy is due for review in July 2024

### Key contacts

Role	Name	Contact details
Designated Safeguarding Lead	Jonathan Elms	01580 200415
Deputy Designated Safeguarding Lead	Lucy Hazeldine	01580 200415
Deputy Designated Safeguarding Lead	Charlotte Jackson	01580 200415
Nominated governor for safeguarding and child protection	Kevin Millington	07714413130
Chair of governors	Kevin Millington	07714413130
Local Authority Designated Officer (LADO)	<b>Local Authority Designated Officer (LADO, Sam Efde and Assistant LADO, Susan Giles):</b> Consultation via the online portal <a href="#">here</a>	
Safeguarding Officer and Assistant Local Authority Designated Officer		
Referrals into Early Help and Social Care	Single Point of Advice	01323 464222 <a href="mailto:0-19.SPoA@eastsussex.gov.uk">0-19.SPoA@eastsussex.gov.uk</a>
	Emergency Duty Service – after hours, weekends and public holidays	01273 335906 01273 335905

In this document both the Pre-School and the main school come under the same policy and procedures. Staff are trained all together and are supported in the roles by the same DSL team.

# Statement taken from the School's Safeguarding Policy.

## 13 PROCEDURE FOR MANAGING ALLEGATIONS OF ABUSE AGAINST STAFF

- 13.1 Within this document the term staff should be broadly read as any adult working within the school, whether directly employed, providing a contracted service, a one off service such as a supply teacher or a volunteer.
- 13.2 Our aim is to provide a safe and supportive environment which secures the well being and very best outcomes for the children at our school. We do recognise that sometimes the behaviour of adults may lead to an allegation of abuse being made.
- 13.3 Allegations sometimes arise from a differing understanding of the same event but, when they occur, they are distressing and difficult for all concerned. We also recognise that some allegations are genuine and there are some adults who deliberately seek to harm or abuse children.
- 13.4 We will take all possible steps to safeguard our children and to ensure that the adults in our school are safe to work with children. We will always ensure that the procedures outlined in Part 4 of Keeping Children Safe in Education September 2022 and Pan Sussex Procedures are adhered to and will follow the flowchart in Appendix D.
- 13.5 If an allegation is made or information is received about an adult who works in our school which indicates that they have behaved or may have behaved in a way that indicates that they may be unsuitable to work with children, the member of staff receiving the information should inform the headteacher immediately. Should an allegation be made against the headteacher, this will be reported to the Chair of Governors. In the event that neither the headteacher nor Chair of Governors are not contactable on that day, the information must be passed to and dealt with by either the member of staff acting as headteacher or the Vice Chair of Governors.
- 13.6 The headteacher or Chair of Governors will follow the flowchart in Appendix C. No member of staff or the governing body will undertake further investigations before receiving advice from Single Point of Advice or LADO.
- 13.7 Any member of staff or volunteer who does not feel confident to raise their concerns with the headteacher or Chair of Governors should follow the flowchart in Appendix C and make the appropriate contact direct.
- 13.8 Supporting people:
- The school together with Children's Social Care and the police, if they are involved, will consider the impact on the child concerned and provide support as appropriate.
  - The headteacher will ensure that the child and family are kept informed of the progress of the investigation.
  - The Personnel/HR lead for organisation will be contacted at the earliest opportunity for advice in relation to the investigation of any allegation in line with the Councils' Disciplinary Policy, where appropriate.
  - The staff member who is the subject of the allegation will be advised to contact their union, professional association or a colleague for support, (depending on the outcome of the safeguarding strategy meeting which is normally chaired by the LADO).
  - The Personnel/HR lead for the organisation will ensure that the staff member is provided with appropriate support, if necessary, through occupational health or welfare arrangements.
  - The headteacher will appoint a named representative to keep the staff member updated on the progress of the investigation; this will continue during any police or section 47 investigation or disciplinary investigation.

- The legislation imposing restrictions makes clear that “publication” of material that may lead to the identification of the teacher who is the subject of the allegation is prohibited. “Publication” includes “any speech, writing, relevant programme or other communication in whatever form, which is addressed to the public at large or any section of the public”. This means that a parent who, for example, published details of the allegation on a social networking site would be in breach of the reporting restrictions (if what was published could lead to the identification of the teacher by members of the public).

- 13.9 The school has a legal duty to refer to the Disclosure and Barring Service (DBS) anyone who has harmed, or poses a risk of harm, to a child, or if there is reason to believe the member of staff has committed one of a number of listed offences, and who has been removed from working (paid or unpaid) in regulated activity, or would have been removed had they not left. The DBS will consider whether to bar the person. If these circumstances arise in relation to a member of staff at our school, a referral will be made as soon as possible after the resignation or removal of the individual in accordance with advice from the LADO and/or the Personnel/HR lead for the organisation. In the case of a member of teaching staff, a decision will be made about whether to refer the matter to the Teaching Regulation Agency to consider prohibiting the individual from teaching.
- 13.10 In line with Keeping Children Safe in Education September 2022, under no circumstances will the school decide to cease to use a supply teacher due to safeguarding concerns, without finding out the facts and liaising with the LADO to determine a suitable outcome.
- 13.11 Where there are conduct issues with a supply teacher, which may not reach the threshold for safeguarding, we will consult the LADO nonetheless.
- 13.12 The agency for the supply teacher will be fully involved and expected to co-operate in any enquiries from the LADO, police and/or children’s social services.
- 13.13 Where directed to do so by the LADO, police and/or children’s social services, the school will support any safeguarding investigation by collecting the facts when an allegation is made.
- 13.14 In this respect it may be that the school take a lead on this safeguarding element of investigation.

