

# Allegations Against Staff Policy



Approved by:

Date: Spring 2021

Next review due by:

Spring 2023

## Statement of procedures for dealing with allegations against staff

The staff and governors at Lakeview Primary School are very clear that there may be a time when a member of staff has an allegation made against them, which suggests they pose a risk of harm to a child or children; this means that a member of staff will have done one or more of the following:

- Behaved in a way that has harmed or may have harmed a child or children,
- Committed a criminal offence against or related to a child,
- Behaved towards a child or children in a way that indicates he or she would pose a risk of harm if they worked regularly or closely with children.

In the event of one of these cases, the Headteacher/Designated Safeguarding Lead must be informed. With the support by the Chair of Governors, they will be responsible for managing the situation sensitively, promptly and using common sense.

### **Allegations made against staff**

Allegations of abuse can be made by children, as well as by concerned adults. All allegations against staff or volunteers should be immediately brought to the attention of the Headteacher/Designated Safeguarding Lead.

All staff and volunteers should feel able to raise concerns about poor or unsafe practice and potential failures in the school's safeguarding procedures and know that such concerns will be taken seriously by the designated members of staff. Where a staff member feels unable to raise the issue with the Headteacher/ Designated Safeguarding Lead, or feels that their genuine concerns are not being addressed, other whistleblowing channels are available (see Whistleblowing Policy).

### **Following an allegation**

**The Head teacher should take the following actions:**

- Ensure that the child reporting the allegation is safe.
- Contact the LADO in Bedford Borough immediately (01234 276693 or [LADO@bedford.gov.uk](mailto:LADO@bedford.gov.uk)) and follow the advice provided.
- If the allegation against the member of staff results in him/her being dismissed or if s/he resigns as a result of the allegation but would have been dismissed otherwise, the Headteacher/ Designated Safeguarding Lead will work with the LADO in order to report this to the Disclosure and Barring Service (DBS). **This is a legal duty and failure to refer when the criteria are met is a criminal offence.**

### **Allegations against the Headteacher**

- In the event that an allegation of abuse is made to the Chair of Governors against the Headteacher, the Chair of Governors will contact the Local Authority Designated Officer (01234 276693 or [LADO@bedford.gov.uk](mailto:LADO@bedford.gov.uk)).
- The Chair of Governors will work with the LADO to take appropriate action, drawing on the advice and guidance laid out in the Department for Education's guidance documents.
- If the allegation against the Headteacher results in him/her being dismissed, or if s/he resigned as a result of the allegation but would have been dismissed otherwise, the Chair of Governors will work with the LADO in order to report this to the Disclosure and Barring Service (DBS). **This is a legal duty and failure to refer when the criteria are met is a criminal offence.**

Any disciplinary investigation should be carried out once the child protection investigation has been completed.