



Stretton Sugwas Academy

Statement of procedures for dealing with allegations of abuse against staff

Reviewed: Autumn 2017

Mr Alex Davies

Stretton Sugwas C of E Academy

Statement of procedures for dealing with allegations of abuse against staff

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.

We will always follow the Herefordshire Children's Safeguarding Board procedures that can be accessed at <http://hscb.herefordshire.gov.uk/>. Detailed records will be made to include decisions, actions taken, and reasons for these. All records will be retained securely at the school.

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 to be taken:

- The person who has received an allegation or witnessed an event will immediately inform the Headteacher 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 (LADO) 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 Duty & Assessment 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.
- If consideration needs to be given to the individual's employment, advice will be sought from HR.
- Social media is now commonly used to make allegations against school staff. Advice can be obtained from Unions or nationally via the helpline: <https://www.saferinternet.org.uk/professionals-online-safety-helpline> on how to deal with these.