

Sudell Primary School



An Aldridge Community Academy

Statement on Procedures for Dealing with Allegations Against Staff

Reviewed – January 2018

Reviewed – March 2020

Reviewed – May 2021

Reviewed – October 2022

Responsible Person: Principal

Principal: Helena Lewis

Chair of Governors: Phil Holden

Statement of Procedures for Dealing with Allegations of abuse made against other Staff

(This is taken from the Safeguarding and Child Protection Policy)

Allegations against members of staff and volunteers

Sudell Primary School recognises that it is possible for substantive staff, agency staff, and volunteers to behave in a way that might cause harm to children/learners and takes seriously any allegation received. We understand that on occasions pupils/students/learners/apprentices may make allegations against a member of substantive staff, agency staff or volunteer. However, everyone working or volunteering in school should also take care not to place themselves in a vulnerable position with a pupil/student/learner/apprentice where an allegation can be made.

If such an allegation is made, the member of substantive staff, agency staff or volunteer receiving the allegation will immediately inform the Principal, or the Aldridge Education CEO where there is an allegation against the Principal. If the Principal is not present, the most senior teacher present must then ensure that the CEO is informed as a matter of urgency.

In the event of allegations of abuse, the Designated Officer (LADO) must be informed of all allegations that come to the school's attention and appear to meet the criteria to discuss the content of the allegation. This also applies to agency staff and volunteers. Managing cases of allegations that might indicate a person could pose a risk of harm if they continue to work in regular or close contact with children - regardless of their role within the school - must also (Safeguarding & Child Protection Policy 2021) include allegations that indicates that the person may have behaved in a way which shows they may not be suitable to work with children. This relates to and includes behaviour that may have happened outside of school or college, that might make an individual unsuitable to work with children. This is due to their being possible transferable risks associated with the allegation, such as a member of substantive staff, agency staff or a volunteer being involved in an incident outside of school which could have an impact on their suitability to work with children (e.g. domestic abuse). This is because their behaviour in this situation could pose a risk if there are triggers at school which could result in the same actions being displayed by the individual.

The school/learning provider will follow DfE guidance for managing allegations against staff as outlined in Part 4 "Keeping Children Safe in Education (Sept 2022)", as well as the trust wide policy on 'Managing safeguarding allegations against staff'.