

Guidance Change Summary

Policy	Managing allegations against staff guidance
Date last reviewed	2021
Date of publish	December 2023

The Guidance has been updated to reflect the 2022 and 2023 Keeping Children Safe in Education statutory changes, including the removal of a statutory timescale for concluding investigation.

Terminology and page/paragraph cross references have been updated where applicable.

The responsibility of the school to communicate clearly with the employee and update in writing is also now clarified.

Section	Changes
Throughout	Amended to remove 2021 reference
Throughout	Changed NYCC to NYC
4.1	Second bullet point – amended from ‘allegations threshold’ to ‘threshold that harm has, or may have been caused, or otherwise does not indicate the individual may pose at risk of harm to children’
4.7	Advised school to consult with LADO where pattern of repeat LLC
4.8	Confirmed that where threshold has been met, the NYSCO procedures will apply
6.4	Confirmed the school’s responsibility to inform the employee they are subject of an allegation and details of that allegation
6.18	Added that employer should consider bail conditions in considering suspension
8.9	School is responsible for informing employee in writing of any amendments to final outcomes and decisions
11.3	Added that referrals to DBS should be made asap when individual removed from regulated activity, which could be when suspended.