



**MURRAY PARK SCHOOL
ALLEGATION OF ABUSE AGAINST STAFF POLICY**

Title of Policy	Allegation of Abuse Against Staff Policy
Date of adoption	Spring 2019
Originator	Nicola Caley
Date of review	Spring 2022
Additional information	<p>This policy is based on the framework for dealing with allegations of abuse made against a person who works with children, detailed in Keeping Children Safe In Education Full Version Dated September 18 - Part 4: Dealing with Allegations of Abuse Against Teachers and Other Staff. This should be read in conjunction with Murray Park School Safeguarding Policy Section 6 as well as Derby and Derbyshire Safeguarding Children Board Procedures (Allegations against Staff, Carers and Volunteers)</p> <p>Data will be processed in line with requirements and protections set in the UK General Data Protection Regulation</p> <p>Updated January 2021 – Following leaving the European Union policy updated to refer to UK GDPR</p>

ALLEGATIONS OF ABUSE AGAINST STAFF POLICY

This policy follows the guidelines set down in the DfE guidance "Safeguarding Children in Education: Dealing with Allegations of Abuse against Teachers and Other Staff"

Murray Park is committed to the safeguarding and protection of young people and will take any allegation made against a member of staff very seriously. All incidents will be recorded and investigated by a senior member of staff.

All allegations against a member of staff must be reported to the Headteacher, or if the allegation is against the Headteacher, to the Chair of Governors. If the Headteacher judges the allegation to meet any of the following criteria then it must be referred to the Local Authority designated team:-

The member of staff has:

- Behaved in a way that has harmed a child, or may have harmed a child;
- Possibly committed a criminal offence against or related to a child;
- Behaved in a way that indicates s/he would pose a risk of harm if they work regularly or closely with the children.

The decision to refer the issue is not a judgement as to whether the allegation is founded or not. The Headteacher has a duty to report the matter if it simply meets one of the above criteria.

The LA designated officer (LADO) will discuss the issue with the Headteacher. The LA officer will be responsible for determining the strategic approach to each case. In cases where the allegation is either false or unfounded then it will be a matter for the school to determine any sanction to be imposed upon the student.

In cases where the allegation is not demonstrably false or unfounded a strategy meeting will take place with the Headteacher (or senior member of staff) present.

In all cases the Headteacher should keep the member of staff informed about the allegation and advised to seek the guidance/support of their professional association if appropriate.

Suspension is not an automatic option and should not be used without careful thought. Where there is a case to suspect a child may be at risk of significant harm or the allegation would result in a Police investigation or is so serious that if proven may be grounds for dismissal then suspension should be considered. The decision to suspend can only be taken by the Headteacher and this will normally be following a discussion with the LADO. In cases where the allegation is against the Headteacher then only the Chair may suspend.

At the conclusion of any investigation it will be for the LADO to advise the school as to whether disciplinary action should follow. In cases where disciplinary action is deemed appropriate then this must be in accordance with the school's disciplinary

policy. In cases where disciplinary action is not deemed appropriate, the school should consider how best to facilitate a return to work if a member of staff has been suspended.

In cases where a member of staff is dismissed as a result of a proven allegation, the LADO should advise the school on whether a referral to the DfE for consideration of List 99 action or by the General Teaching Council is required or necessary.

In cases where an allegation is proven or substantiated, but does not involve a criminal offence it will be a matter for the school to deal with.

Any allegation against a member of staff that does not, in the judgement of the Headteacher, satisfy the three criteria outlined earlier, should be investigated and dealt with through the school's internal procedures.