



MARSHLANDS SCHOOL

Managing Allegations of Abuse Against Staff Policy

There is a new Safeguarding Board Procedure, which has significant differences to the previous 'Inter-Agency Child Protection Procedures'. Please find it (chapter 7) at www.staffssc.org.uk

What you need to know:

If you employ or manage people who work (paid or unpaid) with children, your organisation will need to change its procedure about dealing with allegations against a member of staff/volunteer.

If you have a concern or have received a report about a member of staff who 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;
or
- Behaved towards child/children in a way that indicates s/he is unsuitable to work with children.

And you are the person in your organisation whose job it is to deal with that concern, you **must** consult with the Local Authority Designated Person (LADO) within 24 hours. See attached flowchart.

The LADO is a new role whose job it is to:

- Provide advice/guidance to employers/voluntary organisations
- Liaise with police and other agencies
- Monitor the progress of cases to ensure they dealt with as quickly as possible, consistent with a thorough and fair process
- Seek to resolve any inter-agency issues
- Collect strategic data and maintain a confidential database in relations to allegations

The LADO will advise about:

- ❖ Next steps (i.e. referral to Children's Social Care/Police or disciplinary)
 - ❖ Whether/how to inform accused person
 - ❖ How to inform child's parents/carers
 - ❖ Their view regarding suspension, though the decision rests with the employer
 - ❖ How they will monitor the outcome
- The procedure provides new timescales for disciplinary action in cases which do not proceed to investigation by Police/Children's Social Care. See attached flowchart.
 - The LADO for schools (available 8.30-5.00) are:
Education Safeguarding Officer Tel: 01785 278997
Principal Education Welfare Officer Tel: 01785 278640
 - The LADO for all other agencies are located in the **First Response Service** (available 8.00-6.00) for 'initial considerations' in the first instance, Tel 0800 1313126. Please make it clear that you need to speak to the LADO, and that you are not making a referral. Follow up liaison, monitoring and data collection will be by the Risk Management Coordinator Tel 01785 854019

- In an emergency, where it is clear that a crime has been committed, please do not hesitate to contact the police.
- If the allegation arises out of office hours and you need urgent advice. Contact the Emergency Duty Service. Tel: 01785 354030

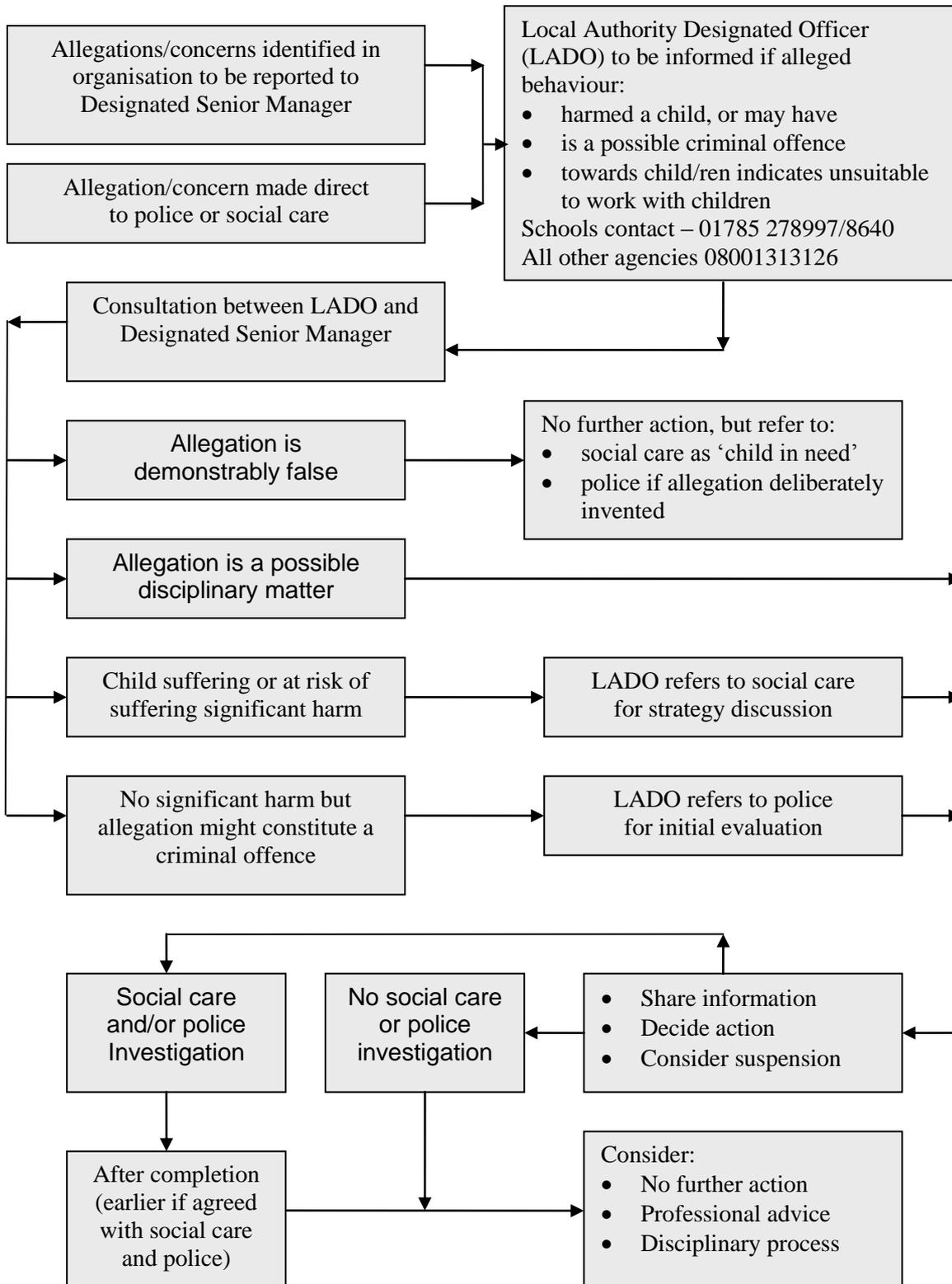
The person responsible for managing allegations against staff is Mrs K Ellis, Headteacher. If the allegation is made against Mrs Ellis then the referral should in the first instance be made to Mr Ian Raybould, Chair of Governors.

Adopted and agreed by the Governing Body on: 13/02/2017

Signed: 

Chair of Governors

ALLEGATIONS/CONCERNS AGAINST STAFF AND VOLUNTEERS CHILD PROTECTION PROCESS



**ALLEGATIONS/CONCERNS AGAINST STAFF AND VOLUNTEERS
DISCIPLINARY/SUITABILITY PROCESS**

