

The John Fisher School Managing Allegations Against Staff Policy

Responsible: Governors' SLAW Committee

Next Review Date: September 2022

Introduction

The John Fisher School takes its responsibility of care for its students seriously and fully endorses the principles and practice of safeguarding and child protection.

We recognise that a member of staff may behave in an inappropriate way to a student which means it must be investigated thoroughly.

Any investigation of an allegation of abuse against a member of staff must follow the local and national guidance.

Allegations of abuse against staff should not be dealt with under the school's general complaints procedure.

The school have adopted the guidance and procedures for Managing Allegations Against Staff from the following documents:

- Sutton's LSCB LADO protocol 2016
- Keeping Children Safe in Education 2021



Managing a Child Protection/Safeguarding allegation/incident involving a staff member and a child/young person

Initial response: all information regarding an allegation/incident about a member of staff/volunteer is brought to the attention of the Head Teacher/Manager within 1 working day.

If the allegation is made against the Head Teacher/Manager, schools refer to Chair of Governors and all others to appropriate senior manager and Local Authority Designated Officer (LADO) within 1 working day

Allegation Management Criteria

- 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 towards a child/children in a way that indicates he/she is unsuitable to work with children

Within 1 working day:

- Consideration: the Head Teacher/Manager decides whether the allegation/incident meets one or more of the Allegation Management Criteria.
- Consideration; the Head Teacher/Manager consults with the Designated Officer (LADO) where any immediate actions, decisions and arrangements are recorded.

Meets Allegation Management Thresholds: REFERRAL SENT TO LADO

Response: LADO to contact School /Organisation to give advice on:

- The Senior Strategy Process, what happens next, time scales
- · Managing the situation within the School/Organisation
- · Referring to protocoliquidance on "Managing Allegations against Staff"

School/Organisation to gather further information

School/Organisation

nternal Management and or Disciplinary

Procedures followed

Designated

Officer (LADO)

requests

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School/Organisation consults with HR

Contacts:

Designated Officer (LADO): 0208 770 4776 ladoff sutton gov.uk (secure)

> petra kilohmandi sutton ooy uk

andrew.wyatt@ auton.gov.uk

Education Safeguarding Lead

Jenny Rowley: 0208 288 5680/07703 633818 Jenny rowley@ sutton poy uk

Emergency Duty Team: 0208 770 6000

if a child/young person is in immediate danger then ring 999

DECISIONS to be made at Initial Senior Strategy Meeting within advised timescales:

- a. Police Investigation
- b. Joint investigation between Police and Social care
- c. Single Agency (School/Organisation) internal investigation
- d. Referral to another agency
- e. No further action taken

(see point 5.3 of Borough Protocol)

Police combining a criminal hearingation resulting in individual charges confirmes. conniction or ne action taxen

Joint Investigation between police and social care Single Agency Investigation

Senior Strategy Review meeting(s) (first one within 1 month) discussion to decide:

- · Review of actions from Initial Strategy Meeting
- . Can the School/Organization disciplinary procedures progress at this stage?
- . Have other formal processes have been completed, police or joint investigation?
- Decision/actions on next steps
- . Lessons learned from the process

At the end of the process is decision re: outcome

- Substantiated: there is sufficient evidence to prove the allegation;
- Malicious: there is sufficient evidence to disprove the allegation and there has been a deliberate act to deceive:
- False: there is sufficient evidence to disprove the allegation.
- Unsubstantiated: there is insufficient evidence to either to prove or disprove the allegation. The term, therefore, does not imply guilt or innocence.

OUTCOME: Substantiated

Designated Officer (LADO), School/Organisation and HR consult and then refer to relevant professional bodies if meets criteria for barring from working with children then established procedures are followed: (DBS etc.)

OUTCOME: Unsubstantiated, False, Malicious

Designated Officer (LADO), School/Organisation and HR to prepare case summary of allegation and outcome. The School/Organisation will keep a record of the allegation within their confidential files.