



# **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.

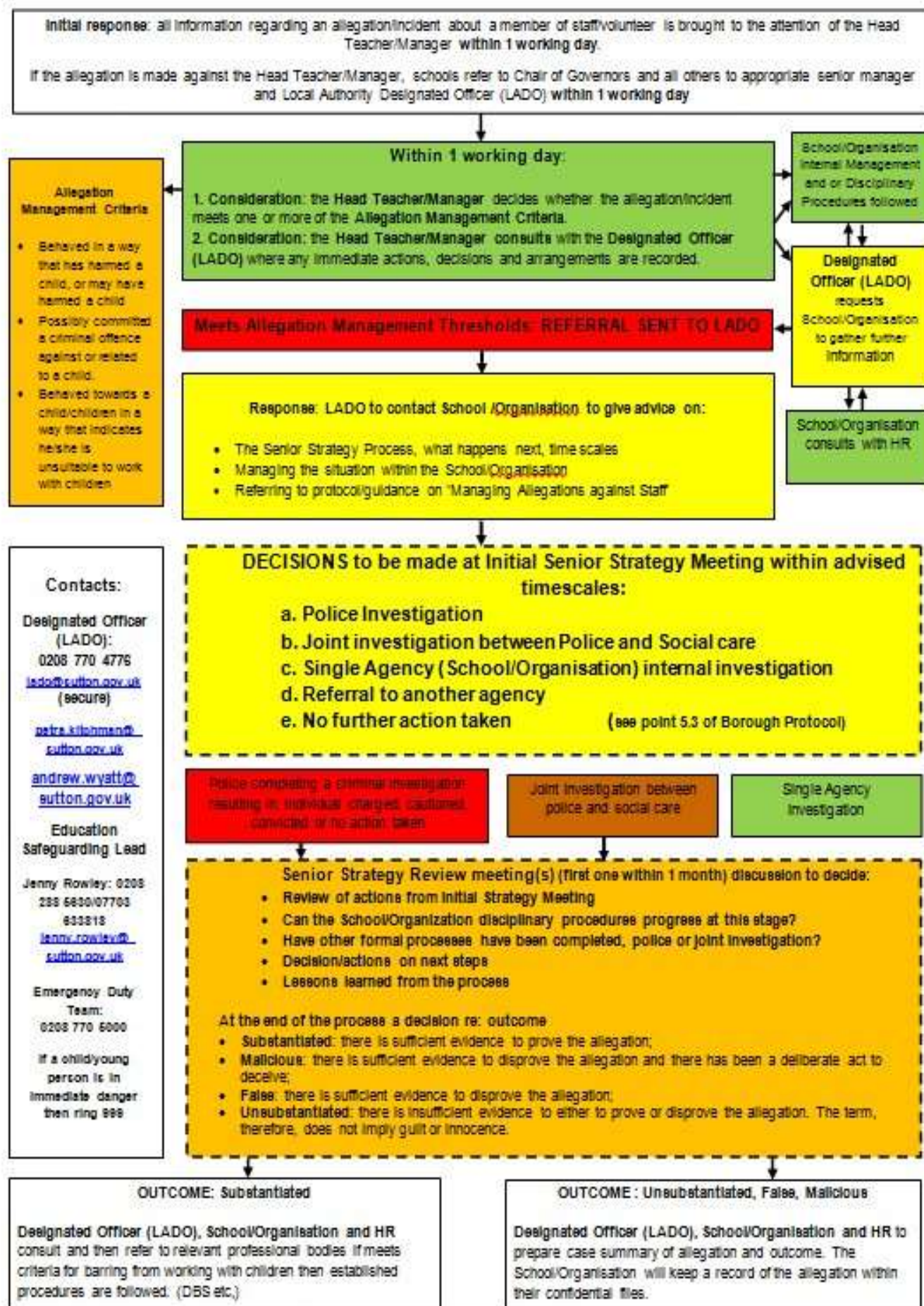
Any investigation of an allegation of abuse against a member of staff must follow the local and national guidance.

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



**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.

**Contacts:**

**Designated Officer (LADO):**  
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[lado@sutton.gov.uk](mailto:lado@sutton.gov.uk)  
(secure)

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[andrew.wyatt@sutton.gov.uk](mailto:andrew.wyatt@sutton.gov.uk)

**Education Safeguarding Lead**

Jenny Rowley: 0208 238 6630/07703 833218  
[jenny.rowley@sutton.gov.uk](mailto:jenny.rowley@sutton.gov.uk)

**Emergency Duty Team:**  
0208 770 6000

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