



Redfield Edge Primary School



Statement of procedures for allegations of abuse against staff

Date reviewed	October 2017	Next review	October 2020
Policy type	Statutory	Review frequency	Every 3 years
Responsibility	Staffing and Curriculum		
Signed (Chair of Governors)	Name (Chair of Governors)	Signed (Headteacher)	Name (Headteacher)
pp 	Tony Flynn		pp - Andrew Foss

HR FOR SCHOOLS

Allegations of Abuse Against Staff

The DfE published **updated statutory guidance in May 2016**, entitled 'Keeping Children Safe in Education'. The document contains information on what schools should do, and the legal duties they must comply with, in regard to their duties to safeguard and promote the welfare of children. This document should be read alongside the document 'Working together to Safeguard Children', 2013.



https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/350747/Keeping_children_safe_in_education.pdf

<https://www.gov.uk/government/publications/working-together-to-safeguard-children>

The guidance document will be applicable to a wide range of situations in which allegations of abuse may be made or considered and, in particular, situations where the nature (or source) of the allegation may involve other agencies such as police, social services or health professionals. Schools may sometimes be faced with a conflict between their duty of care for employees, and their over-riding responsibility to safeguard the welfare of pupils, and it will be important to have regard to the statutory guidance when dealing with allegations.

A key role in dealing with allegations of abuse against staff is that of the Local Authority Designated Officer (LADO). In South Gloucestershire, the LADO is Tina Wilson (telephone number: 01454 868508), and Tina should be consulted about any significant allegation or concern involving physical, sexual or emotional harm to a pupil, *prior to* a school investigation being carried out. Where necessary, a strategy discussion will be arranged and this will often assist the school in fulfilling the steps set out in the guidance document. In many cases allegations will not need to progress beyond the initial strategy discussion, and can then be dealt with appropriately at school level.

General assistance in dealing with allegations of abuse can be provided by HR for Schools. We work closely with Tina Wilson on relevant cases and will liaise as necessary when further advice is required.

HR for Schools
October 2017

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