

Kilnhurst St Thomas' C of E Primary Academy



MANAGING ALLEGATIONS AGAINST
STAFF & VOLUNTEERS

Date of Policy September 2023
Date of Policy Review September 2024



(Procedures adopted from section 11 Of Rotherham Local Authority Whole School Policy for Safeguarding - incorporating Child Protection)

11.1 Our aim is to provide a safe and supportive environment which secures the well being and very best outcomes for the children at our school. We do recognise that sometimes the behaviour of adults may lead to an allegation of abuse being made.

11.2 Allegations sometimes arise from a differing understanding of the same event, but when they occur they are distressing and difficult for all concerned. We also recognise that many allegations are genuine and there are some adults who deliberately seek to harm or abuse children.

11.3 We will take all possible steps to safeguard our children and to ensure that the adults in our school are safe to work with children. We will always ensure that the procedures outlined in Rotherham Local Safeguarding Children Board Child Protection Procedures: Chapter 3 and Part 4 of '[Keeping Children Safe in Education](#)', DfE (2022) are adhered to and will seek appropriate advice from the Local Authority Designated Officer (LADO), who can be contacted on

11.4 If an allegation is made or information is received about an adult who works in our setting which indicates that they may be unsuitable to work with children, the member of staff receiving the information should inform the Headteacher immediately. Should an allegation be made against the Headteacher, this will be reported to the DSAT People Director. In the event that the Headteacher or DSAT People Director is not contactable on that day, the information must be passed to and dealt with by either the member of staff acting as Headteacher.

11.5 The Headteacher or DSAT People Director will seek advice from the LADO within one working day. No member of staff or the governing body will undertake further investigations before receiving advice from the LADO.

11.6 Any member of staff or volunteer who does not feel confident to raise their concerns with the Headteacher or DSAT People Director should contact the LADO directly on 01709 336491.

11.7 The School has a legal duty to refer to the Disclosure and Barring Service anyone who has harmed, or poses a risk of harm, to a child, or if there is reason to believe the member of staff has committed one of a number of listed offences, and who has been removed from working (paid or unpaid) in regulated activity, or would have been removed had they not left. The DBS will consider whether to bar the person. If these circumstances arise in relation to a member of staff at our school, a referral will be made as soon as possible after the resignation or removal of the individual in accordance with advice from the LADO and/or HR.