



Morice Town Primary Academy

Policy for Managing Allegations against Staff and Volunteers

The Governing Body of Drake Primary School recognises its collective responsibility to safeguard and protect the welfare of children and young people in accordance with its statutory responsibility under Section 175 of the Education Act 2002 and where appropriate under the Children Acts.

This policy applies to all cases in which it is alleged that a current member of staff, including a supply teacher or volunteer, has:

- Behaved in a way that has harmed a child, or may have harmed a child, or
- Possibly committed a criminal offence against or related to a child, or
- Behaved towards a child or children in a way that indicates he or she may pose a risk of harm to children, or
- Behaved or may have behaved in a way that indicates they may not be suitable to work with children

This relates to the types of behaviour which may indicate a person poses, or might pose, a risk of harm if they continue to work in regular or close contact with children. This is more commonly known as the 'harm test': a person has 'behaved or may have behaved in a way that indicates they may not be suitable to work with children' (para 211 KCSIE).

This addition is intended to capture a broader range of behaviour which may indicate risk where an incident occurs outside of school and did not involve children but could have an impact on their suitability to work with them. For example, being involved in a domestic violence incident at home, where violent behaviour is triggered and could pose a risk to children at school. This is known as transferrable risk.

Managing allegations against supply teachers

Supply teachers are explicitly included in the guidance as members of staff who may pose a risk of harm to children, even though they are not directly employed by the school and the disciplinary procedures do not fully apply to them (para 56 KSIE).

We will deal with allegations against supply teachers properly and never decide to cease using a supply teacher due to safeguarding concerns without finding out the facts and liaising with the LADO to determine a suitable outcome. Governing bodies and proprietors – who supervise, direct and control supply teachers whilst they are working at a school – should discuss with the agency whether it is appropriate to suspend or redeploy the supply teacher to another part of the school whilst investigating the allegation. We will inform the supply agency of our process for managing allegations, and agencies will be fully involved and co-operate with the LADO's enquiries.

The school has a nominated 'Designated Safeguarding Lead' who will liaise with the Local Authority's Designated Officer for Child Protection, LADO, on all matters of concern.

The school will:

- carry out checks of all new staff and volunteers as part of a safe recruitment process to ensure, as far as is possible, that they are suitable and appropriate to work with children and young people; and
- have procedures in place for dealing with allegations of abuse against people who work with children.

The School will manage all allegations against staff and/or volunteers in accordance with the DfE Guidance Keeping Children Safe in Education 2020 (p56) and the agreed South West Child Protection Procedures (www.swcpp.org.uk)

March 2021

Reviewed on or before September 2021

MANAGING ALLEGATIONS/CONCERNS ABOUT INDIVIDUALS WHO WORK WITH CHILDREN

