



Allegations of Abuse Against Staff Policy

- Gorsewood Primary School understands that an allegation may be made against a member of staff.
- Allegations of abuse against staff should not be dealt with under the school's general complaints procedure.
- If such an allegation is made, the member of staff receiving the allegation will immediately inform the Headteacher. The Headteacher should then inform the Chair of Governors.
- The Headteacher on **all** such occasions will discuss the content of the allegation with the LA's Designated Officer (LADO) for Safeguarding Children in Education within 1 working day. The LADO is Katherine Appleton on 0151 511 6942 or katherine.appleton@halton.gov.uk.
- If the allegation made to a member of staff concerns the Headteacher, the deputy designated teacher will immediately inform the Chair of Governors (Mark Dennett) who will consult with the LADO.
- The school will follow the LA procedures for managing allegations against staff, a copy of which will be readily available in school.
- Reference should be made to "Keeping Children Safe in Education: Information for all School and College Staff" September 2016, DFE.
- All members of staff and other regular "helpers" within the school will be asked to read this policy and sign to indicate their understanding and acceptance of the procedures indicated.
- This policy will be reviewed on an annual basis, in conjunction with other Child Protection policies.

Other Relevant Documentation:

- Working Together to Safeguard Children 2016.
- "Keeping Children Safe in Education: Information for all School and College Staff" 2016, DFE.
- Inter-agency Working - March 2013
- Dealing with Allegations of Abuse Against Teachers and Other Staff. Guidance for LA, Headteachers, School Staff - November 2013
- Governing Bodies November 2013
- Prevent Duty Guidance 2015 (July)
- HSCB Pan-Cheshire Multi-Agency Safeguarding Children procedures Section 9:
- <http://haltonsafeguarding.co.uk/wp-content/uploads/2013/01/HSCB-Pan-Cheshire-Procedures-REVISED-APRIL-2013.pdf>
- <http://www.education.gov.uk/aboutdfe/statutory/g0076914/dealing-with-allegations-of-abuse>

Essential Contacts

Any concerns in relation to an allegation against an adult who works with children should be discussed with the Local Authority Designated Officer (LADO) in the first instance.

Please contact the Safeguarding Children Unit and ask to speak to the LADO:

Name: Katherine Appleton

Position: LADO

Organisation: Halton Borough Council

Telephone number: 01515116942

Email address: katherine.appleton@halton.gov.uk

Date of Policy: November 2014

Reviewed: February 2018 (Changes to reflect recent documentation)
November 2020 (Changes to reflect recent documentation)

Next Review: November 2021

Policy to be reviewed when there is a change in HBC Policy or a change in legislation.