



**ALL SAINTS
MULTI ACADEMY TRUST**
BIRMINGHAM
GOD'S LOVE IN ACTION

Term Adopted	Spring 2016
Frequency Reviewed	3 Yearly

Policy Name:

Statement of Procedures for dealing with
allegations of abuse against staff

Policy Group:

Safeguarding

Committee reviewed by:

Resources Committee

Contents

Part 1: Responding to an allegation about a member of staff Page

Mission Statement	2
1. Responding to an allegation about a member of staff	3

Appendices

Page

Appendix 1: Allegations about a member of staff, director of volunteer	4
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Mission Statement

All Saints Multi Academy Trust, Birmingham

God's Love in Action

Our children are at the heart of everything we do through **Christian values and relationships**. **Living and learning together** we celebrate the uniqueness and diversity of everyone in our family. We nurture a sense of **self-belief, mutual respect and belonging** through Social Emotional Learning and academic excellence. We are dedicated to building the foundations for **happy and successful life-long learning**.

1. Responding to an allegation about a member of staff

See also Birmingham Safeguarding Children Board Procedures on Allegations against Staff and Volunteers.

1.1 This procedure should be used in any case in which it is alleged that a member of staff, governor, visiting professional or volunteer has:

- Behaved in a way that has harmed a child or may have harmed a child;
- Possibly committed a criminal offence against or related to a child; or
- Behaved in a way that indicates s/he is unsuitable to work with children.

1.2 Although it is an uncomfortable thought, it needs to be acknowledged that there is the potential for staff in school to abuse children.

1.3 All staff working within our organisation must report any potential safeguarding concerns about an individual's behaviour towards children and young people immediately. Allegations or concerns about colleagues and visitors must be reported direct to the Executive Headteacher unless the concern relates to Executive Headteacher. If the concern relates to the Executive Headteacher, it must be reported immediately to the Chair of the board of directors, who will liaise with the Local Authority Designated Officer Team in children's social care and they will decide on any action required.

Signed:



Name:

T. R. ADAMS
(chair)

Date:

8 / 3 / 16

APPENDIX 1

Allegations about a member of staff, director or volunteer

1. Inappropriate behaviour by staff/volunteers could take the following forms:
 - **Physical**
For example the intentional use of force as a punishment, slapping, use of objects to hit with, throwing objects or rough physical handling.
 - **Emotional**
For example intimidation, belittling, scapegoating, sarcasm, lack of respect for children's rights, and attitudes that discriminate on the grounds of race, gender, disability or sexuality.
 - **Sexual**
For example sexualised behaviour towards pupils, sexual harassment, sexual assault and rape.
 - **Neglect**
For example failing to act to protect a child or children, failing to seek medical attention or failure to carry out an appropriate risk assessment.

2. If an allegation is made about a member of staff, director, visitor or volunteer the Executive Headteacher should be informed immediately. The Executive Headteacher should carry out an urgent initial consideration in order to establish whether there is substance to the allegation. The Executive Headteacher should not carry out the investigation himself or interview pupils.

3. The Executive Headteacher must exercise, and be accountable for, their professional judgement on the action to be taken, as follows –
 - If the actions of the member of staff, and the consequences of the actions, raise credible child protection concerns the Head Teacher / Principal will notify the Local Authority Designated Officer (LADO) Team (Tel: 0121 675 1669). The LADO Team will liaise with the Chair of Directors and advise about action to be taken, and may initiate internal referrals within children's social care to address the needs of children likely to have been affected.
 - If the actions of the member of staff, and the consequences of the actions, do not raise credible child protection concerns, but do raise other issues in relation to the conduct of the member of staff or the pupil(s), these should be addressed through the school's own internal procedures.
 - If the Executive Headteacher decides that the allegation is without foundation and no further formal action is necessary, all those involved should be informed of this conclusion, and the reasons for the decision should be recorded on the child protection file.

4. Where an allegation has been made against the Executive Headteacher, then the Chair of the board of directors takes on the role of liaising with the LADO Team in determining the appropriate way forward. For details of this specific procedure see the Section on [Allegations against Staff and Volunteers](#) in the procedures of Birmingham Safeguarding Children Board.