



Arbour Vale School

Specialist Sports College

Allegations Involving School Staff

September 2017

(Review September 2018)

Introduction

At Arbour Vale School we take all allegations of abuse of any kind very seriously. Should a concern arise we will undertake a detailed and unbiased investigation to ensure that our pupils are protected from harm with rigorous safeguarding procedures and that school staff understand the process in place in raising and dealing with allegations. This policy is in line with the procedures set out in the Child Protection Policy October 2017.

Section 14 of The Children's Act 2004 sets out the objectives of the Local Safeguarding Children Boards (LSCBs) which are:

1. To co-ordinate what is done by each person or body represented on the board for the purpose of safeguarding and promoting the welfare of children in the area; and
2. To ensure the effectiveness of what is done by each such person or body for those purposes

School Procedures

If a child or parent makes a complaint of abuse against a member of staff, the person receiving the complaint must take it seriously and immediately inform the Head teacher.

Any member of staff who has reason to suspect that a pupil may have been abused by another member of staff, either at school or elsewhere, must immediately inform the Head teacher. He or she should also make a record of the concerns including a note of anyone else who witnessed the incident or allegation. If there is a complaint against a member of staff working in Arbour Vale House, the Head of Care must be informed, who will inform Designated Safeguarding Lead immediately.

If the concerns are about the Head teacher, the report should be made to the Chair of Governors; further if there are concerns about the Chair of Governors this should be reported to the LADO directly.

The Designated Safeguarding Lead (DSL); currently Michelle Healy-Wallis, will not investigate the allegation against a member of staff, or take written or detailed statements. The DSL may make basic enquiries to determine whether the allegation may be true. The enquiries should be minimal to establish the facts of the allegation, if these were not established or were unclear at the time of the referral. The Headteacher will assess whether it is necessary to refer to the local Social Services team in accordance with the Child Protection Procedures for Slough.

If the Designated Safeguarding Lead decides that the allegation warrants further action through child protection procedures a referral will be made directly to the Local Authority Designated Officer for Slough.

Policy	Date	Reviewed by
Allegations of abuse against staff	Sept 14	DR
External review and policy update	Jan 16	Bill Brown and DR
Review and update	Sep 17	AB

There are four possible options to be agreed with the LADO:

1. An immediate referral to the joint agencies (Police and Social Care) under the local Child Protection procedures
2. Further local enquiries to be made to gather more information/clarification.
3. The allegation may have been prompted by inappropriate behaviour by the member of staff although a child protection issue does not arise. This may need further investigation and possible consideration under the local disciplinary procedures.
4. The allegation was false and unfounded.

Following consultation with the LADO the Designated Safeguarding Lead should:

- A. Ask for a written account from the member of staff hearing the allegation. This needs to be counter-signed and dated.
- B. Advise the person that the matter must remain in absolute confidence.
- C. Record any information about times, dates, location and names of potential witnesses

Further details of subsequent procedures for responding to allegations of abuse involving professionals, issued by the Local Safeguarding Children Board, are kept by the Designating Safeguarding Lead

Policy	Date	Reviewed by
Allegations of abuse against staff	Sept 14	DR
External review and policy update reviewed	Jan 16 Sep 17	Bill Brown and DR AB