

Chellaston Junior School

Policy for Managing Allegations against Staff

1. Introduction

- 1.1 The governing body of Chellaston Junior School shall make arrangements for ensuring that their functions relating to the conduct of the school are exercised with a view to safeguarding and promoting the welfare of children who are pupils at the school.
- 1.2 The Governing Body of Chellaston Junior 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.
- 1.3 This policy refers to, and is consistent with, the following relevant Statutory and Non-Statutory Guidance:
- Keeping Children Safe in Education (September 2016)
 - Working Together to Safeguard Children (2015)
 - What to do if you think a child is being abused (2015)
 - Information Sharing (2015)
 - Safeguarding Children and Safer Recruitment in Education Guidance DfES 2007
 - Derby and Derbyshire Safeguarding Children Board procedures

2. Responsibility of the School

- 2.1 The School will manage all allegations against staff and/or volunteers in accordance with the agreed Derby Safeguarding Children Board procedures and has a Designated Safeguarding Lead, James Emery (Headteacher), who will liaise with the Local Authority's Designated Officer (previously LADO) for Child Protection on all matters of concern which meet any of the following criteria, if it appears that the person has:
- Behaved in a way that has harmed a child, or may have harmed a child, or,
 - Possibility committed a criminal offence against or related to a child, or,
 - Behaved in an inappropriate way towards a child which may indicate that he or she is unsuitable to work with children.
- 2.2 In addition, these procedures will be used:-
- If there are concerns about the person's behaviour towards their own children, or children unrelated to their employment or voluntary work, and there has been a recommendation from a strategy discussion that consideration should be given to the risk posed to children they work with, or
 - When an allegation is made about abuse that took place some time ago and the accused person may still be working or having contact with children.
- 2.3 The School will not attempt to manage allegations or concerns which meet any of the above criteria, through other mechanisms such as the School Complaints Procedure or Disciplinary Procedures, unless written agreement to do so has been confirmed by the Local Authority Designated Officer for Child Protection.

