



Together we can make a difference

Allegations of Abuse Made Against Staff Policy

Name of school: Bexton Primary School

Date of review: Autumn 2018

New review date: Autumn 2021

Children have a right to be safe at all times. There are occasions when there may be risks presented by those working with them – this policy sets out the process if there are concerns about the actions of a professional working with children and young people.

This policy reflects the advice and guidance from the Cheshire East Local Safeguarding Children Board (LSCB), further details can be found at

http://www.proceduresonline.com/pancheshire/cheshire_east/p_alleg_against_staff.html

Background

Children can become victims of abuse and exploitation by those who work with them in any setting. Compliance with these procedures will help to ensure that allegations are dealt with consistently and in a timely manner; that a thorough, proportionate and fair process is followed and that processes are open to challenge.

Arrangements for managing concerns or allegations of this nature should be robust and effective in keeping children safe. All allegations should be taken seriously, approached with an open mind, and not be driven by preconceived opinions about whether a child has or has not been harmed. Guidance on Safer Working Practices for Adults who Work with Children and Young People is available which will help individuals form judgments on what may constitute behaviour that is unsafe or abusive. All staff at Bexton Primary are aware that they have a duty to report any concerns they have about the conduct of another member of staff, volunteer or Governor to the Headteacher. Copies of the Whistleblowing Policy are displayed clearly around school. If the concerns are about the Headteacher the matter is reported to the Chair of Governors.

When an allegation has been made against a member of staff the Headteacher will consider whether the allegation suggests that the individual has:

- behaved in a way that has harmed, or may have harmed a child
- possibly committed a criminal offence against or related to a child
- behaved in a way that indicates that s/he is unsuitable to work with children

FLOW CHART FOR REPORTING ALLEGATIONS AGAINST ADULTS WORKING WITH CHILDREN

LADO FLOW CHART

Cheshire East Safeguarding Children Board [Allegations Against Staff and Volunteers](#) Procedure should be followed

Agency receives information where it is alleged a member of staff has:

- Behaved in a way that has harmed, or may have harmed a child
- Possibly committed a criminal offence against, or related to, a child
- Behaved towards a child or children in a way that indicates he or she would post a risk of harm

