



THAMES LEARNING TRUST

Name of Policy	Statement of Procedures for Dealing with Allegations of Abuse against Staff
Scope of Policy	This policy relates to all members of staff across The Thames Learning Trust.
Approved by	Chief Executive
Date of Approval	October 2018
Review period	Three Years
Review Date	October 2021

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THAMES LEARNING TRUST

The Thames Learning Trust

Statement of Procedures for Dealing with Allegations of Abuse against Staff

Where an allegation is made against any person working in or on behalf of the Trust that he or she has:

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

We will always follow the Slough Safeguarding Children Procedures. Detailed records will be made to include decisions, actions taken, and reasons for these. All records will be retained securely at the school. Whilst we acknowledge such allegations, (as all others), may be false, malicious or misplaced, we also acknowledge they may be founded. It is, therefore, essential that all allegations are investigated properly and in line with agreed procedures.

Initial action to be taken:

- The person who has received an allegation or witnessed an event will immediately inform the Principal and make a record.
- In the event that an allegation is made against the Principal the matter will be reported to the CEO.
- In the event that an allegation is made against the CEO the matter will be reported to the Chair of the Board
- The Principal will take steps, where necessary, to secure the immediate safety of children and any urgent medical needs.
- The member of staff will not be approached at this stage unless it is necessary to address the immediate safety of children.
- The Principal may need to clarify any information regarding the allegation, however no person will be interviewed at this stage.
- The Principal will consult with the Local Authority Designated Officer (LADO) in order to determine if it is appropriate for the allegation to be dealt with by school or if there needs to be a referral to Duty & Assessment and/or the police for investigation.
- Consideration will be given throughout to the support and information needs of pupils, parents and staff.
- The Principal will inform the CEO of an allegation.
- If consideration needs to be given to the individual's employment, advice will be sought from HR.
- Social media is now commonly used to make allegations against school staff. Advice can be obtained nationally via the helpline <http://www.saferinternet.org.uk/helpline> on how to deal with these