

Allegations against staff

- We understand that a pupil, parent or other parties may make an allegation against a member of staff.
- If such an allegation is made, the member of staff receiving the allegation will immediately inform the headteacher. Failure to do so will be an act of gross misconduct.
- The Headteacher on all such occasions will discuss the content of the allegation with the Managing Director, and with the relevant LADO (Local Authority Designated Officer for Managing Allegations Against Adults Working with Children).
- If the allegation concerns the Headteacher, the member of staff receiving the allegation shall inform the Managing Director who will immediately Consult with the LADO.
- The school will follow written procedures for managing allegations against staff, and the Headteacher where appropriate, in consultation with the relevant LADO in line with guidance in ***Keeping children safe in education, Statutory guidance for schools and colleges July 2015***, a copy of which will be readily available on the intranet, and as set out in the relevant Local Authority's safeguarding procedures.
- Staff who are the subject of an allegation have the right to have their case dealt with fairly, quickly and consistently and to be kept informed of its progress.
- If a person in regulated activity has been dismissed or removed due to safeguarding concerns, or would have been had they not resigned, this will be referred to the Disclosure and Barring Service and OFSTED will be informed.

Whistleblowing

- We recognise that children cannot be expected to raise concerns in an environment where staff fail to do so.
- All staff should be aware of their duty to raise concerns, where they exist, about the attitude or actions of colleagues.
- Failure to raise concerns may be treated as gross misconduct.

A copy of this policy and our complaints procedure are available on request and on our website.

