

# Dealing with Allegations of Abuse Against Staff

<b>Policy number:</b>	
<b>Version:</b>	Version 2.0
<b>Part:</b>	Part 1 of 2
<b>Policy holder:</b>	Dick Palmer
<b>Approval board:</b>	Norfolk Academies/UTCN/CAN
<b>Date of approval:</b>	May 2016
<b>Review period:</b>	12 months
<b>Date of latest review:</b>	n/a
<b>Next review date:</b>	May 2017

## Version Control Document

<b>Date</b>	<b>Version No.</b>	<b>Reason for Change</b>	<b>Author</b>
06/10/15	V1.0	Policy Creation	Neil McShane
04/05/16	V2.0	Norfolk Protocol 27 superseded by Norfolk LSCB Protocol 8.3	Neil McShane

# Contents

- 1. Introduction**
- 2. Policy Aims and Objectives**
- 3. Policy Statement**
- 4. Scope**
- 5. Legal Requirements**
- 6. References Made to Related TEN Group Policies**
- 7. Equal Opportunities Statement**

## 1. Introduction

- 1.1 Every Local Authority in the country has a Local Safeguarding Children Board (LCSB) in place to make sure that children are protected from harm and that their welfare is promoted
- 1.2 Local authorities also have duties to safeguard and promote the welfare of children in relation to its functions under section 175 of the Education Act 2002.
- 1.3 As well as the education service provided by the local authority, schools (both maintained and independent) and Further Education institutions, including 6th form colleges, have duties to safeguard and promote the welfare of their pupils who are under 18. Statutory Guidance about these education duties is contained in Keeping Children Safe in Education published by the DfE in July 2015.
- 1.4 Section 175 of the Education Act 2002 places a duty on local authorities (in relation to their education functions and governing bodies of maintained schools and further education institutions, which include sixth-form colleges) to exercise their functions with a view to safeguarding and promoting the welfare of children who are pupils at a school, or who are students under 18 years of age attending further education institutions. The same duty applies to independent schools (which include Academies and free schools) by virtue of regulations made under Section 157 of the same Act.
- 1.5 In order to fulfil their duty under Sections 157 and 175 of the Education Act 2002, all educational settings to whom the duty applies should have in place the arrangements set out by the LCSB. In addition, schools should have regard to specific guidance given by the Secretary of State under sections 157 and 175 of the Education Act 2002 namely, "Keeping Children Safe in Education 2015".
- 1.6 Under Section 11 of the Children Act 2004 Local Authorities should have in place arrangements that reflect the importance of safeguarding and promoting the welfare of children, including:

Clear policies in line with those from the LCSB for dealing with allegations against people who work with children. An allegation may relate to a person who works with children who has:

- Behaved in a way that has harmed a child, or may have harmed a child;
- Possibly committed a criminal offence against or related to a child; or
- Behaved towards a child or children in a way that indicates they may pose a risk of harm to children.

## **2. Policy Aims and Objectives**

This two-part policy defines the procedures for dealing with allegations of abuse against Academy staff in order to:

- Ensure allegations are listened to, investigated and responded to quickly and effectively.
- Ensure allegations are dealt with by the appropriate personnel.
- Ensure outcomes of allegations are communicated in a timely manner to all relevant parties.

## **3. Policy Statement**

- 3.1 All Academies in the Norfolk Academies Multi Academy Trust (NAMAT) will follow the Norfolk Safeguarding Children Board Protocol 8.3 when allegations or concerns of abuse are identified.

Protocol 8.3: Allegations against Persons who work with Children can be found on the Norfolk Safeguarding Children Board Website at:

<http://www.norfolkscb.org/about/policies-procedures/8-3-allegations-against-persons-who-work-with-children/>

- 3.2 The Local Authority Designated Officer (LADO) plays a key role in the process of dealing with allegations of abuse against staff.
- 3.3 The LADO for Norfolk schools can be contacted on 01602 223473.
- 3.4 At appropriate stages in the process for dealing with allegations of abuse, support can be obtained from the Norfolk Educational Services (NES) Human Resources Team.
- 3.5 Particularly during any internal investigation stage and if there appears to be foundation to the allegations, through the disciplinary process, Academies are strongly advised to involve the NES Human Resources Team to ensure that the various procedures are adhered to and that the rights of staff are recognised and met.

## **4. Scope**

This is a Norfolk Academies Part 1 Policy. As such, it provides the policy statement to be followed by all institutions that are part of the Norfolk Academies Multi-Academy Trust. Part 2 policies state the procedure followed by the individual institutions relating to this policy.

## **5. Legal Requirements**

This policy is required by the Department for Education (DfE) and falls into the category of:

### ***D. Documents Referenced in Statutory Guidance***

## **6. References to Related TEN Group Policies**

Not applicable.

## **7. Equal Opportunities Statement**

This policy has been assessed against the nine protected characteristics outlined in the Equality Act 2010.

There is no apparent impact on most characteristics although care must be taken to ensure that there is full access to this policy, particularly to those individuals who have a visual impairment or whose first language is not English to ensure there is no discrimination direct or indirect applied to the effective implementation of the procedures outlined in the policy.