

# NEWMAN SCHOOL

## POLICIES

Allegations against Staff  
Renewal Date: Ongoing



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| <b>Approved by:</b>        | Paul Silvester/ SLT | <b>Date:</b> April 2022 |
| <b>Last reviewed on:</b>   | December 2023       |                         |
| <b>Next review due by:</b> | Annually            |                         |

# **Dealing with Allegations of Abuse Against Staff or other Adults in School**

**Policy and Procedure**

## Introduction

Each site within the School takes its responsibility of care for its pupils seriously and fully endorses the principles and practice of Every Child Matters. We recognise that any possibility that a member of staff or another adults in school may have hurt a pupil must be investigated thoroughly, but in a way that does not prejudice either the student or the member of staff/other adults. Any investigation of an allegation of abuse against a member of staff or other adult in school must follow the objective, professional standards and routines described here.

**Allegations of abuse against staff or other adult in school should not be dealt with under the school's general complaints procedure. The matter must be passed straight to the Head Teacher.**

These allegations of abuse by staff or other adults in school procedures are based upon the advice provided by the Keeping Children Safe in Education Document and the Rotherham Safeguarding Partnership:

In applying this policy, the school will not unlawfully discriminate in respect of any of the protected characteristics as defined under the Equality Act and specified below:

- Age
- Disability
- Gender reassignment
- Pregnancy and Maternity
- Race
- Religion or Belief
- Sex
- Sexual Orientation
- Marriage and civil partnership

The operation of this Policy will be kept under review and such changes will be made as deemed appropriate.

### Initial allegation made to the school

Any allegation of abuse of a pupil by a member of staff must be reported to the Head Teacher / Designated Safeguarding Lead (DSL), should the Head Teacher not be available. Should the initial allegation first be made to any other member of staff then that member of staff must either request the person raising the allegation to report it to the DSL or if that is not possible to pass details of the allegation to the DSL immediately.

Should the allegation be made against the DSL or Head Teacher than this should be brought to the attention of the Chair of Governors immediately.

It is vital to keep the welfare of the child as the central concern. However, as in all child protection issues, a balance needs to be struck between supporting and protecting the child and keeping the effects of what may be a false allegations to a minimum. Thus, urgent consideration should be given to the substance of the allegations.

Should the allegation meet any of the following criteria then the DSL should report the allegation to the local authority designated officer the same day that the allegation is received that a teacher or member of staff or other adult at the school has:

- behaved in a way that has harmed a child, or may have harmed a child and/or;
- possibly committed a criminal offence against or related to a child and/or;
- behaved towards a child or children in a way that indicates he or she may pose a risk of harm to children; and/or
- behaved or may have behaved in a way that indicates they may not be suitable to work with children.

### Initial Consideration

The Head Teacher / Designated Safeguarding Lead will discuss the matter with the ‘local authority designated officer’ (LADO) at Rotherham Safeguarding Children Partnership and provide any further details of the allegation and the circumstances in which it was made. The Chair of Governors also needs to be informed as soon as possible.

Where it is suspected that a crime has been committed, then the matter should be reported to the police with immediate effect.

The contact details are:

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|----------------------|--|
| <b>Position:</b>     | LADO                                   |
| <b>Organisation:</b> | Rotherham Metropolitan Borough Council |
| <b>Telephone:</b>    | 01709-336080/336491                    |

### Carrying out an investigation

Investigations will be carried out by the appropriate agencies. In dealing with any allegation the Head Teacher needs to balance:

- The seriousness of the allegation.
- The risk of harm to pupils.
- Possible contamination of evidence.
- The welfare of the person concerned.

Suspension of the member of staff/adult in school will be considered:

- if there are any grounds for doubt as to the suitability of the employee to continue to work
- where suspension may assist in the completion of an investigation.

Suspension will be carried out in line with School and RMBC guidelines. Head Teachers should contact the Rotherham HR Manager for guidance.

During the investigation, support will be offered to both the pupil making the allegation and the member of staff concerned. A disciplinary investigation will be carried out only after Police and Intervention and Assessment Teams propose to take no further action. Detailed records will be kept by all parties involved.

### Recommendations following an investigation

Where recommendations are made to school regarding the outcome of a Child Protection investigation, the school will advise Children and Young People’s Services regarding their response to the recommendation. For example, if a person is suspended and returns to school, the date of that return should be communicated.

The following definitions are now used when determining the outcome of allegation investigations:

- **Substantiated:** there is sufficient evidence to prove the allegation;
- **Malicious:** there is sufficient evidence to disprove the allegation and there has been a deliberate act to deceive or cause harm to the person subject to the allegation;
- **False:** there is sufficient evidence to disprove the allegation;
- **Unsubstantiated:** there is insufficient evidence to either prove or disprove the allegation. The term, therefore, does not imply guilt or innocence.
- **Unfounded:** to reflect cases where there is no evidence or proper basis which supports the allegation being made.

Where it is considered that an individual has engaged in conduct that has harmed (or is likely to harm) a child or if a person otherwise poses a risk to harm a child, the Head Teacher and/or Chair of Governors will commence an investigation in accordance with RMBC Disciplinary Procedure and as an outcome to this, a referral may be made to the DBS in line with their legal obligations to do so.

Where further investigation is required to inform consideration of disciplinary action the Head Teacher and Chair of Governors should discuss who will undertake that. The investigation will be undertaken in accordance with the RMBC Disciplinary Procedure.

On receipt of the report on the findings of the disciplinary investigation, the Head Teacher should consult the Chair of Governors and HR Manager, and must decide whether a disciplinary hearing is needed as soon as practicable possible. If a hearing is needed it should be held in accordance with the Schools and RMBC Disciplinary Policy.

In any case in which children's social care has undertaken enquiries to determine whether the child or children are in need of protection, the Head Teacher/Chair of Governors should take account of any relevant information obtained in the course of those enquiries when considering disciplinary action.

The local authority designated officer will continue to liaise with the school to monitor progress of the case and provide advice or support when required or requested.

### **Case subject to police investigation**

If the police and/or Crown Prosecution Service have investigated the matter and decided not to charge the individual with an offence, or decide to administer a caution, or the person is acquitted by a Court, the police will wherever possible aim to pass all information they have which may be relevant to a disciplinary case to the Headteacher/Chair of Governors within threeworking days of the decision. In those circumstances the Headteacher/Chair of Governors and the local authority designated officer should proceed as described above.

In any case in which children's social care has undertaken enquiries to determine whether the child or children are in need of protection, any information obtained in the course of those enquiries which is relevant to a disciplinary case should also be passed to the school and the Head Teacher should request this information.

### **Supporting those involved**

Employers have a duty of care to their employees. The School will act to manage and minimise the stress inherent in the allegations process. Support for the individual is key to fulfilling this duty. Individuals will be informed of concerns or allegations as agreed with the local authority designated officer and as soon as possible and given an explanation of the likely course of action.

The person who is the subject of the allegation will be kept informed of the progress of the case and consideration will be given to what other support is appropriate for the individual. Particular care will be taken when employees are suspended to ensure that they are kept informed of both the progress of their case and current work-related issues.

Social contact with colleagues and friends will not be prevented unless there is evidence to suggest that such contact is likely to be prejudicial to the gathering and presentation of evidence.

Parents or carers of a child or children involved should be told about the allegation as soon as possible if they do not already know of it. However, where a LADO meeting is required, or police or children's social care services need to be involved, the case manager should not do so until those agencies have been consulted and have agreed what information can be disclosed to the parents or carers.

Parent or carers should also be kept informed about the progress of the case, and told the outcome where there is not a criminal prosecution, including the outcome of any disciplinary process. The deliberations of a disciplinary hearing, and the information taken into account in reaching a decision, cannot normally be disclosed, but the parents or carers of the child should be informed that the matter has been investigated and has been dealt with appropriately. If required, Parents and carers should also be made aware of the prohibition on reporting or publishing allegations about teachers in section 141F of the Education Act 2002. If parents or carers wish to apply to the court to have reporting restrictions removed, they should be told to seek legal advice. In cases where a child may have suffered significant harm, or there may be a criminal prosecution, children's social care services, or the police as appropriate, should consider what support the child or children involved may need.

### **Resignations and 'settlement agreements'**

If the accused person resigns, or ceases to provide their services, this should not prevent an allegation being followed up in accordance with this guidance. It is important that every effort is made to reach a conclusion in all cases of allegations bearing on the safety or welfare of children, including any in which the person concerned refuses to cooperate with the process.

Wherever possible the accused will be given a full opportunity to answer the allegation and make representations about it. The process of recording the allegation and any supporting evidence, and reaching a judgement about whether it can be substantiated will be on the basis of all the information that is available, the process may continue even if the accused does not cooperate. It may be difficult to reach a conclusion in those circumstances, and it may not be possible to apply any disciplinary sanctions if a person's period of notice expires before the process is complete, but it is important to reach and record a conclusion wherever possible.

So-called 'settlement agreements', by which a person agrees to resign if the employer agrees not to pursue disciplinary action, and both parties agree a form of words to be used in any future reference, should not be used in these cases. Such an agreement will not prevent a thorough police investigation where that is appropriate. Nor can it override the statutory duty to make a referral to the Disclosure and Barring Service or Teacher's Regulation Agency where circumstances require that.

### **Record keeping**

Details of allegations that are found to have been malicious should be removed from

personnel records. However, for all other allegations, it is important that a clear and comprehensive summary of the allegation, details of how the allegation was followed up and resolved, and a note of any action taken and decisions reached, is kept on the confidential personnel file of the accused, and a copy provided to the person concerned.

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The purpose of the record is to enable accurate information to be given in response to any future request for a reference, where appropriate. It will provide clarification in cases where future DBS Disclosures reveal information from the police about an allegation that did not result in a criminal conviction and it will help to prevent unnecessary re-investigation if, as sometimes happens, an allegation re-surfaces after a period of time. The record will be retained at least until the accused has reached normal retirement age or for a period of 10 years from the date of the allegation if that is longer.

The Information Commissioner has published guidance on employment records in its Employment Practices Code and supplementary guidance, which provides some practical advice on employment retention.

### **References**

Cases in which an allegation was proven to be false, unsubstantiated, unfounded or malicious will not be included in employer references. A history of repeated concerns or allegations which have all been found to be unsubstantiated, malicious etc. will not be included in any reference.