



The TRUE Learning Partnership

Statement of procedures for dealing with allegations against staff

1. Introduction

The statement of procedures for dealing with allegations against staff forms part of The TRUE Learning Partnership's wider safeguarding strategy and commitment to promoting the welfare of our children, and providing a safe environment in which they can learn. We also believe that adults about whom concerns have been raised should be treated fairly and provided with appropriate support.

This statement follows the DfE statutory guidance [Keeping Children Safe in Education, 2019](#).

2. Policy statement

Due to the serious nature of allegations of abuse against staff who work with children, all schools within The TRUE Learning Partnership (TTLP) will follow procedures in order to ensure allegations are listened to, investigated and responded to effectively and appropriately.

The Designated Safeguarding Lead (DSL) for each school in the Trust will ensure that all staff in their school are aware of their duty to raise concerns, and are familiar with the school's key documents in relation to safeguarding;

- Child Protection and Safeguarding Policy
- Disciplinary Policy and procedures
- Staff code of conduct
- Whistleblowing Policy

3. Procedures

We recognise the possibility that adults working in the Trust may harm 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
- Committed a criminal offence against or related to a child
- Behaved towards a child or children in a way that indicates that they are unsuitable to work with children

This applies regardless of whether the alleged abuse took place in school or not.

Allegations against a member of staff who is no longer working at the school should be referred to the Police.

Immediately reporting an allegation

If staff have a concern that a member of staff may have behaved inappropriately, as outline above, **they must;**

- Report the facts to the Head Teacher of the school without delay. If the concern is about the Head Teacher, this should be taken to the Chair of Governors and the Local Area Designated Officer (LADO). In the absence of the Head Teacher, the concern must be reported to the DSL.
- Make a signed and dated written record of their concerns, observations and information
- Maintain strict confidentiality

Staff must not;

- Attempt to deal with the situation themselves
- Make assumptions or diminish the seriousness of the behaviour or alleged incidents
- Keep the information to themselves or promise confidentiality
- Take any action that might undermine an investigation or disciplinary procedure

Staff in all schools within the Trust are aware that concerns **MUST** be reported as soon as possible. The school will seek support and advice from Children’s Services or the LADO, the Trust Leader and TTLP’s Director of HR and Personnel wherever necessary.

The School/ Trust will not investigate internally until instructed by the LADO.

4. Duties and Responsibilities

The duties and responsibilities of The True Learning Partnership as an employer, are described in Part 4 of Keeping Children Safe in Education, 2019.

REVIEW

Date of Statement:

January 2020

Review date:

The Policy will be reviewed annually in line with the individual schools’ Child Protection and Safeguarding policies.



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