



BARBARA SPEAKE SCHOOLS **for PERFORMING ARTS**

Allegation of abuse against a member of staff

Author/reviewer responsible:	SB	ISI DOC CODE:	2
Reviewed by:	SLT	Date of last review:	09/19
Authorised by resolution of:	Governing Body	Date of authorisation:	09/19
Applicable	BSS - J + BSS - S	Date of next review:	09/20

This policy is available on the Handbook page of the School Intranet and policies page of the School website and can be made available in large print or other accessible format if required; such requests can be made by email to policies@barbaraspeake.com

The school follows the statutory guidance from the Department for Education (DfES) as outlined in the document 'Keeping Children Safe in Education: Statutory guidance for schools and colleges, September 2019'. This document can be downloaded from the DfES website www.gov.uk/dfes.

Dealing with allegations of abuse against Staff or Host parents

- All school staff and host parents should take care not to place themselves in a vulnerable position with a child. It is always advisable for interviews or work with individual students or parents to be conducted in view of other adults.
- We understand that a student may make an allegation against a member of staff or host parent. If such an allegation is made, the person receiving the allegation should make a note of the allegation, as comprehensively as possible, with verbatim quotes if possible. The person receiving the allegation must then immediately inform one of the designated named teachers. Allegations are sensitive and only people who need to know should be told. If it is impossible to contact any of the designated named teachers, then the most senior member of staff available should be informed.
- If the allegation is against the Head teacher who is also designated named teacher, then an alternative Designated Named Teacher should be informed. If the allegation is against the Proprietor only Designated Teachers should be informed.
- Procedures will be applied with common sense and judgement according to the statutory DfES guidance.
- Quick investigation is a priority.
- Both student and staff will be supported during any investigation.
- The Local Authority Designated Officer (LADO) will be informed within one day of the allegation made is that a member of staff, host parent or host family member, or volunteer 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.
 - Behaved towards a child or children in a way that indicated he or she would pose a risk of harm if they worked regularly or closely with children
 - Suspension of the member of staff or removal of students from the care of a Host Family against whom an allegation has been made is not a default response when an allegation is made and will only be used if there is no reasonable alternative. Such action needs careful consideration.
Consultation concerning such action will take place between the leadership

and Management team and the Local Authority Designated Officer and guidelines in the document referred to above will be adhered to.

- The school will apply appropriate sanctions to students who are found to have made malicious allegations.

This could include temporary or permanent exclusions or referral to the police if a criminal offence may have been committed.

The school will follow the detailed and comprehensive guidelines set out in the DfES document referenced at the beginning of this policy. As this document is freely available for reference, there is no need to set out procedures in detail in this policy.

“Whistle Blowing”

- We recognise that children cannot be expected to raise concerns in an environment where staff fails to do so.
 - All staff should be aware of their duty to raise concerns about the attitude or actions of colleagues. Although this can be difficult, this is particularly important where the welfare of children may be at risk.
1. The Public Interest Disclosure Act 1998 prevents you from suffering a detriment or having your contract terminated for ‘whistle blowing’ and we take very seriously any concerns which you may raise under this legislation
 2. We encourage you to use the procedure if you are concerned about any wrongdoing at work. However, if the procedure has not been invoked in good faith (e.g. for malicious reasons or pursuit of a personal grudge), then it will make you liable to immediate termination of engagement or such lesser disciplinary sanction as may be appropriate in the circumstances.