



Allegations against staff Policy

Date published: September 2024

Reviewed:

Next review: September 2025

Allegations of abuse can be made by children and young people; they can be made by other concerned adults. All allegations against staff or volunteers should be immediately brought to the attention of the Designated Safeguard Lead (DSL), Beth Ansell or in her absence the Deputy DSL Susan Howson. If an allegation is made against the DSL, this should be brought to the attention of Head of Services and Chair of the Proprietor Body, Gordon Shaw, or the Operations Director Andy Marshall.

Actions

In all cases, the LADO (Local Authority Designated Officer), who is one of the Child Protection Advisers, should be notified.

The DSL should take the following actions:

- Ensure that the child reporting the allegation is safe and away from the member of staff against whom the allegation is made.
- Discuss the allegation with the Head of Service if appropriate.
- Contact Kent Child Protection (front door) who will contact the Kent LADO immediately.
- Contact the Carers/Parents of the child, and LADO.
- Consider suspending the member of staff or review his/her working arrangements, pending the investigation, following advice from the LADO.
- Attend Strategy Meetings convened by the LADO and act upon the decisions made at these meetings.

Suspension should be considered when:

- There is a cause to suspect a child is at risk of harm.
- The allegation warrants investigation by the Police.
- The allegation is so serious that it might be grounds for dismissal.

Any disciplinary investigation should be carried out once the Child Protection investigation has been completed. T

he following definitions should be 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.
- 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.

The Davenport School has a legal duty to refer to the DBS anyone who has harmed, or poses a risk of harm, to a child or vulnerable adult where:

- The harm test is satisfied in respect of that individual.
 - The individual has received a caution or conviction for a relevant offence, or if there is reason to believe that the individual has committed a listed relevant offence.
-

- The individual has been removed from working (paid or unpaid) in regulated activity or would have been removed had they not left.