



**KALEIDOSCOPE**  
Multi Academy Trust

**ALLEGATIONS OF ABUSE AGAINST TEACHERS AND OTHER STAFF**

**Based Upon the North Somerset Model Policy**

|                            |                |                  |               |
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| <b>Approved by:</b>        | Trust Board    | <b>Reviewed:</b> | December 2020 |
| <b>Created:</b>            | February 2020  |                  |               |
| <b>Next review due by:</b> | September 2021 |                  |               |

## 1. INTRODUCTION

- 1.1 This guidance should be read in conjunction with the Schools' Disciplinary Policy. The Department for Education (DfE) statutory guidance which follows (which is taken directly from *Keeping Children Safe in Education*) applies to all maintained schools and to independent schools (including academies, free schools and alternative provision academies) and Pupil Referral Units (PRUs).
- 1.2 It should be used when an allegation is made or information is received that an adult has:
- behaved in a way that has harmed, 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 s/he may pose a risk of harm if they work regularly or closely with children.
- 1.3 It is very important for the Headteacher / designated safeguarding lead of all Kaleidoscope Multi-Academy Trust (KMAT) schools to consider at the outset and before any investigation commences, whether any allegation has a child protection dimension that meets the criteria in paragraph 1.2 above. If it does, then the DfE Guidance entitled *Allegations of Abuse against Teachers and Other Staff* must be followed in the first instance. If there is any doubt as to whether or not the allegation meets the criteria, advice should be sought from the Local Authority Designated Officer (LADO). The contact number for the DOFA is **01275 888808**. The secure email address is [Julie.bishop-hss@n-somerset.gov.uk](mailto:Julie.bishop-hss@n-somerset.gov.uk) Do not send any personal or identifying information, other than your own, if you are unsure whether your email address is encrypted.
- If an allegation is made against a KMAT member of staff, the Headteacher or Designated Teacher must inform the CEO at the outset and keep them up to date with the process. The CEO will provide headline (anonymised unless details are in the public domain) information to the Trust Board**
- 1.4 The LADO will investigate allegations made against anyone who comes into contact with children through their role as an employee, volunteer, casual, agency or self-employed worker.
- 1.5 In the course of any subsequent disciplinary investigation, this Guidance should continue to be referred to as necessary.
- 1.6 If at any point during a disciplinary investigation into what was originally considered to be a non-child protection related allegation it emerges that the allegation may have a child protection dimension, the advice of the LADO should be sought at the earliest opportunity.

- 1.7 See Appendix 1 for a summary flow chart showing how allegations in North Somerset are dealt with in the first instance.
- 1.8 Further information on children's safeguarding can be found in the DfE's [Working Together to Safeguard Children](#) and [Keeping Children Safe in Education](#) and on the [North Somerset Safeguarding Children Board](#) website .

## **2.0 CONFIDENTIALITY AND RECORDS**

- 2.1 All individuals involved in managing allegations of abuse have a responsibility to maintain the confidentiality of the personal information in their possession.
- 2.2 All records will be kept confidential, used and retained in accordance with the General Data Protection Regulation (GDPR) and the Data Protection Act 2018.

*All our policies and guidance can be found at <http://www.supportservicesforeducation.co.uk>*

## **DfE Guidance: Allegations of abuse made against teachers and other staff**

**Note: this guidance forms Part 4 of the DfE's statutory guidance Keeping Children Safe in Education**

### **Duties as an employer and an employee**

1. This part of the guidance is about managing cases of allegations that might indicate a person would pose a risk of harm<sup>1</sup> if they continue to work in regular or close contact with children in their present position, or in any capacity. It should be used in respect of all cases in which it is alleged that a teacher or member of staff (including volunteers) in a school or college that provides education for children under 18 years of age 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 he or she may pose a risk of harm to children.

2. This part of the guidance relates to members of staff and volunteers who are currently working in any school or college regardless of whether the school or college is where the alleged abuse took place. Allegations against a teacher who is no longer teaching should be referred to the police. Historical allegations of abuse should also be referred to the police.

3. Employers have a duty of care to their employees. They should ensure they provide effective support for anyone facing an allegation and provide the employee with a named contact if they are suspended. It is essential that any allegation of abuse made against a teacher or other member of staff or volunteer in a school or college is dealt with very quickly, in a fair and consistent way that provides effective protection for the child and at the same time supports the person who is the subject of the allegation.

### **Initial considerations**

4. The procedures for dealing with allegations need to be applied with common sense and judgement. Many cases may well either not meet the criteria set out above, or may do so without warranting consideration of either a police investigation or enquiries by local authority children's social care services. In these cases, local arrangements should be followed to resolve cases without delay.

5. Some rare allegations will be so serious they require immediate intervention by children's social care services and/or police. The Designated Officer(s) should be informed of all allegations that come to a school or college's attention and appear to meet the criteria so they can consult police and children's social care services as appropriate.

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<sup>1</sup> The harm test is explained in the Disclosure and Barring Service website on [GOV.UK](https://www.gov.uk)

6. The 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.

7. The head teacher, or (where the Headteacher is the subject of an allegation), the chair of governors should discuss the allegation immediately with the Designated Officer(s). If the CEO is subject to an allegation, this should be investigated by the Chair of the Trust Board. Allegations against KMAT central staff will be investigated by the CEO. The purpose of an initial discussion is for the Designated Officer(s) and the Case Manager to consider the nature, content and context of the allegation and agree a course of action. The Designated Officer(s) may ask the Case Manager to provide or obtain relevant additional information, such as previous history, whether the child or their family have made similar allegations previously and about the individual's current contact with children. There may be situations when the Case Manager will want to involve the police immediately, for example if the person is deemed to be an immediate risk to children or there is evidence of a possible criminal offence. Where there is no such evidence, the Case Manager should discuss the allegations with the Designated Officer(s) in order to help determine whether police involvement is necessary.

8. The initial sharing of information and evaluation may lead to a decision that no further action is to be taken in regard to the individual facing the allegation or concern; in which case this decision and a justification for it should be recorded by both the Case Manager and the Designated Officer(s), and agreement reached on what information should be put in writing to the individual concerned and by whom. The Case Manager should then consider with the Designated Officer (s) what action should follow both in respect of the individual and those who made the initial allegation.

9. The Case Manager should inform the accused person about the allegation as soon as possible after consulting the Designated Officer(s). It is extremely important that the Case Manager provides them with as much information as possible at that time. However, where a strategy discussion is needed<sup>2</sup>, or police or children's social care services need to be involved, the Case Manager should not do that until those agencies have been consulted, and have agreed what information can be disclosed to the accused. Employers must consider carefully whether the circumstances of a case warrant a person being suspended from contact with children at the school or college or whether alternative arrangements can be put in place until the allegation

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<sup>2</sup> The purpose of a strategy discussion and those likely to be involved is described in [Working Together to Safeguard Children](#).

or concern is resolved. All options to avoid suspension should be considered prior to taking that step (see paragraph 35 for information about suspension).

10. If there is cause to suspect a child is suffering or is likely to suffer significant harm, a strategy discussion should be convened in accordance with the statutory guidance [Working Together to Safeguard Children](#) . If the allegation is about physical contact, the strategy discussion or initial evaluation with the police should take into account that teachers and other school and college staff are entitled to use reasonable force to control or restrain children in certain circumstances, including dealing with disruptive behaviour.

11. Where it is clear that an investigation by the police or children's social care services is unnecessary, or the strategy discussion or initial evaluation decides that is the case, the designated office(s) should discuss the next steps with the Case Manager. In those circumstances, the options open to the school or college depend on the nature and circumstances of the allegation and the evidence and information available. This will range from taking no further action to dismissal or a decision not to use the person's services in future. Suspension should not be the default position: an individual should be suspended only if there is no reasonable alternative.

12. In some cases, further enquiries will be needed to enable a decision about how to proceed. If so, the Designated Officer(s) should discuss with the Case Manager how and by whom the investigation will be undertaken. In straightforward cases, the investigation should normally be undertaken by a senior member of the school or college's staff.

13. However, in other circumstances, such as lack of appropriate resource within the school, or the nature or complexity of the allegation will require an independent investigator. Many local authorities already provide for an independent investigation of allegations, often as part of the personnel services that maintained schools and colleges can buy in from the authority. KMAT Schools purchase HR Services from North Somerset HR and therefore this support would be provided by them.

### **Supporting those involved**

14. Employers have a duty of care to their employees. They should act to manage and minimise the stress inherent in the allegations process. Support for the individual is vital to fulfilling this duty. Individuals should be informed of concerns or allegations as soon as possible and given an explanation of the likely course of action, unless there is an objection by the children's social care services or the police. The individual should be advised to contact their trade union representative, if they have one, or a colleague for support. They should also be given access to welfare counselling or medical advice where this is provided by the employer.

15. The Case Manager should appoint a named representative to keep the person who is the subject of the allegation informed of the progress of the case and consider what other support is appropriate for the individual. For staff at KMAT Schools this will include support via occupational health or employee welfare arrangements such as the Health Assured telephone and counselling support sessions. Particular care needs to 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 should not be prevented unless there is evidence to suggest that such contact is likely to be prejudicial to the gathering and presentation of evidence.

16. 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 strategy discussion 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. Parents 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 told the outcome in confidence.<sup>3</sup>

17. Parents and carers should also be made aware of the requirement to maintain confidentiality about any allegations made against teachers whilst investigations are ongoing as set out in section 141F of the Education Act 2002 (see paragraph 19). If parents or carers wish to apply to the court to have reporting restrictions removed, they should be told to seek legal advice.

18. 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.

## **Confidentiality**

19. It is extremely important that when an allegation is made, the school or college makes every effort to maintain confidentiality and guard against unwanted publicity while an allegation is being investigated or considered. The Education Act 2002 introduced reporting restrictions preventing the publication of any material that may lead to the identification of a teacher in a school who has been accused by, or on behalf of, a pupil from the same school (where that identification would identify the teacher as the subject of the allegation). The reporting restrictions apply until the point that the accused person is charged with an offence, or until the Secretary of State<sup>4</sup> or the General Teaching Council for Wales publishes information about an investigation or decision in a disciplinary case arising from the allegation. The reporting restrictions are disapplied if the individual to whom the restrictions apply effectively waives their right to anonymity by going public themselves or by giving their written consent for another to do so or if a judge lifts restrictions in response to a request to do so. The provisions commenced on 1 October 2012.

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<sup>3</sup> In deciding what information to disclose, careful consideration should be given to the provisions of the General Data Protection Regulation (GDPR), the Data Protection Act 2018, the law of confidence and, where relevant, the Human Rights Act 1998.

<sup>4</sup> Carried out by the Teaching Regulation Agency (TRA)

20. The legislation imposing restrictions makes clear that “publication” of material that may lead to the identification of the teacher who is the subject of the allegation is prohibited. “Publication” includes “any speech, writing, relevant programme or other communication in whatever form, which is addressed to the public at large or any section of the public”. This means that a parent who, for example, published details of the allegation on a social networking site would be in breach of the reporting restrictions (if what was published could lead to the identification of the teacher by members of the public).

21. In accordance with the [Authorised Professional Practice](#) published by the College of Policing in May 2017 guidance the police will not normally provide any information to the press or media that might identify an individual who is under investigation, unless and until the person is charged with a criminal offence. (In exceptional cases where the police would like to depart from that rule, for example an appeal to trace a suspect, they must apply to a magistrates’ court to request that reporting restrictions be lifted).

22. The Case Manager should take advice from the Designated Officer(s), police and children’s social care services to agree the following: • who needs to know and, importantly, exactly what information can be shared;

- how to manage speculation, leaks and gossip;
- what, if any information can be reasonably given to the wider community to reduce speculation; and
- how to manage press interest if and when it should arise.

## **Managing the situation and exit arrangements**

### **Resignations and ‘settlement agreements’**

23. 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. **A referral to the DBS *must* be made, if the criteria are met – see paragraphs 153-154 of *Keeping Children Safe in Education*.** Schools and sixth form colleges must also consider whether a referral to the TRA is appropriate – see paragraphs 118-119 of *Keeping Children Safe in Education*. If the accused person resigns or their services cease to be used and the criteria are met it will not be appropriate to reach a settlement/compromise agreement. A settlement/compromise agreement that would prevent a school or college from making a DBS referral even though the criteria are met, is likely result in a criminal offence being committed. This is because the school or college would not be complying with its legal duty to make the referral.

24. 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 should be given a full opportunity to answer the allegation and make representations about it. But the process of recording the allegation and any supporting evidence, and reaching a judgement about whether it can be substantiated on the basis of all the information available, should continue even if that cannot be done or 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.

25. 'Settlement agreements' (sometimes referred to as compromise 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 cases of refusal to cooperate or resignation before the person's notice period expires. Such an agreement will not prevent a thorough police investigation where that is appropriate.

## **Record keeping**

26. 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.

27. 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 checks 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 should be retained at least until the accused has reached normal pension age or for a period of 10 years from the date of the allegation if that is longer.

28. The Information Commissioner has published guidance on employment records in its Employment Practices Code and supplementary guidance, which provides some practical advice on record retention.<sup>5</sup>

## **References**

29. Cases in which an allegation was proven to be false, unsubstantiated or malicious should not be included in employer references. A history of repeated concerns or allegations which have all been found to be false, unsubstantiated or malicious should also not be included in any reference. See paragraphs 134-137 in *Keeping Children Safe in Education* for further information on references.

## **Timescales**

30. It is in everyone's interest to resolve cases as quickly as possible consistent with a fair and thorough investigation. All allegations should be investigated as a priority to avoid any delay. Target timescales are shown below: the time taken to investigate and resolve individual cases depends on a variety of factors including the nature,

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<sup>5</sup> Information Commissioner's Office – [Guidance on employment records in Employment Practices Code and supplementary guidance](#)

seriousness and complexity of the allegation, but these targets should be achieved in all but truly exceptional cases. It is expected that 80 per cent of cases should be resolved within one month, 90 per cent within three months, and all but the most exceptional cases should be completed within 12 months.

31. For those cases where it is clear immediately that the allegation is unsubstantiated or malicious, they should be resolved within one week. Where the initial consideration decides that the allegation does not involve a possible criminal offence it will be for the employer to deal with it, although if there are concerns about child protection, the employer should discuss them with the Designated Officer(s). In such cases, if the nature of the allegation does not require formal disciplinary action, the employer should instigate appropriate action within three working days. If a disciplinary hearing is required and can be held without further investigation, the hearing should be held within 15 working days.

### **Oversight and monitoring**

32. The Designated Officer(s) has overall responsibility for oversight of the procedures for dealing with allegations; for resolving any inter-agency issues; and for liaison with the Local Safeguarding Children Board (LSCB) on the subject. The Designated Officer(s) will provide advice and guidance to the Case Manager, in addition to liaising with the police and other agencies, and monitoring the progress of cases to ensure that they are dealt with as quickly as possible consistent with a thorough and fair process. Reviews should be conducted at fortnightly or monthly intervals, depending on the complexity of the case.

33. Police forces should also identify officers who will be responsible for:

- liaising with the Designated Officer(s);
- taking part in the strategy discussion or initial evaluation;
- subsequently reviewing the progress of those cases in which there is a police investigation; and
- sharing information on completion of the investigation or any prosecution.

34. If the strategy discussion or initial assessment decides that a police investigation is required, the police should also set a target date for reviewing the progress of the investigation and consulting the Crown Prosecution Service (CPS) about whether to: charge the individual; continue to investigate; or close the investigation. Wherever possible, that review should take place no later than four weeks after the initial evaluation. Dates for subsequent reviews, ideally at fortnightly intervals, should be set at the meeting if the investigation continues.

### **Suspension**

35. The possible risk of harm to children posed by an accused person should be evaluated and managed in respect of the child/ren involved in the allegations. In some rare cases that will require the Case Manager to consider suspending the accused until the case is resolved. Suspension should not be an automatic response when an allegation is reported; all options to avoid suspension should be considered prior to taking that step. If the Case Manager is concerned about the welfare of other children in the community or the teacher's family, those concerns should be reported

to the Designated Officer(s), children's social care or police. But suspension is highly unlikely to be justified on the basis of such concerns alone.

36. Suspension should be considered only in a case where there is cause to suspect a child or other children at the school or college is/are at risk of harm or the case is so serious that it might be grounds for dismissal. However, a person should not be suspended automatically: the Case Manager must consider carefully whether the circumstances warrant suspension from contact with children at the school or college or until the allegation is resolved, and may wish to seek advice from their personnel adviser and the Designated Officer(s). In cases where the school or sixth form college is made aware that the Secretary of State has made an interim prohibition order in respect of an individual at the school or sixth form college, immediate action should be taken to ensure the individual does not carry out work in contravention of the order, i.e. pending the findings of the TRA investigation, the individual must not carry out teaching work.

37. The Case Manager should also consider whether the result that would be achieved by immediate suspension could be obtained by alternative arrangements. In many cases an investigation can be resolved quickly and without the need for suspension. If the Designated Officer(s), police and children's social care services have no objections to the member of staff continuing to work during the investigation, the Case Manager should be as inventive as possible to avoid suspension. Based on assessment of risk, the following alternatives should be considered by the Case Manager before suspending a member of staff:

- redeployment within the school so that the individual does not have direct contact with the child or children concerned;
- providing an assistant to be present when the individual has contact with children;
- redeploying to alternative work in the school or college so the individual does not have unsupervised access to children;
- moving the child or children to classes where they will not come into contact with the member of staff, making it clear that this is not a punishment and parents have been consulted; or
- temporarily redeploying the member of staff to another role in a different location, for example to an alternative school with KMAT.

38. These alternatives allow time for an informed decision regarding the suspension and possibly reduce the initial impact of the allegation. This will, however, depend upon the nature of the allegation. The Case Manager should consider the potential permanent professional reputational damage to employees that can result from suspension where an allegation is later found to be unsubstantiated or maliciously intended.

39. If immediate suspension is considered necessary, the rationale and justification for such a course of action should be agreed and recorded by both the Case Manager and the Designated Officer(s). This should also include what alternatives to suspension have been considered and why they were rejected.

40. Where it has been deemed appropriate to suspend the person, written confirmation should be dispatched within one working day, giving as much detail as

appropriate for the reasons for the suspension. It is not acceptable for an employer to leave a person who has been suspended without any support. The person should be informed at the point of their suspension who their named contact is within the organisation and provided with their contact details.

41. Children's social care services or the police cannot require the Case Manager to suspend a member of staff or a volunteer, although they should give appropriate weight to their advice. The power to suspend is vested in the proprietor of the school, or governing bodies of the school or college who are the employers of staff at the school or college. However, where a strategy discussion or initial evaluation concludes that there should be enquiries by the children's social care services and/or an investigation by the police, the Designated Officer(s) should canvass police and children's social care services for views about whether the accused member of staff needs to be suspended from contact with children in order to inform the school or college consideration of suspension. Police involvement does not make it mandatory to suspend a member of staff; this decision should be taken on a case-by-case basis having undertaken a risk assessment.

### **Information sharing**

42. In a strategy discussion or the initial evaluation of the case, the agencies involved should share all relevant information they have about the person who is the subject of the allegation, and about the alleged victim.

43. Where the police are involved, wherever possible the employer should ask the police to obtain consent from the individuals involved to share their statements and evidence for use in the employer disciplinary process. This should be done as their investigation proceeds and will enable the police to share relevant information without delay at the conclusion of their investigation or any court case.

44. Children's social care services should adopt a similar procedure when making enquiries to determine whether the child or children named in the allegation are in need of protection or services, so that any information obtained in the course of those enquiries which is relevant to a disciplinary case can be passed to the employer without delay.

### **Specific actions**

#### **Following a criminal investigation or a prosecution**

45. The police should inform the employer and Designated Officer(s) immediately when a criminal investigation and any subsequent trial is complete, or if it is decided to close an investigation without charge, or not to continue to prosecute the case after person has been charged. In those circumstances the Designated Officer(s) should discuss with the Case Manager whether any further action, including disciplinary action, is appropriate and, if so, how to proceed. The information provided by the police and/or children's social care services should inform that decision. The options will depend on the circumstances of the case and the consideration will need to take into account the result of the police investigation or

the trial, as well as the different standard of proof required in disciplinary and criminal proceedings.

### **On conclusion of a case**

46. If the allegation is substantiated and the person is dismissed or the employer ceases to use the person's services, or the person resigns or otherwise ceases to provide his or her services, the Designated Officer(s) should discuss with the Case Manager and their personnel adviser whether the school or college will decide to make a referral to the DBS for consideration of whether inclusion on the barred lists is required; and in the case of a member of teaching staff at a school or sixth form college whether to refer the matter to the TRA to consider prohibiting the individual from teaching.<sup>6</sup>

**47. There is a legal requirement for employers to make a referral to the DBS where they think that an individual has engaged in conduct that harmed (or is likely to harm) a child; or if a person otherwise poses a risk of harm to a child. See paragraph 153 of *Keeping Children Safe in Education*.**

48. Where it is decided on the conclusion of a case that a person who has been suspended can return to work, the Case Manager should consider how best to facilitate that. Most people will benefit from some help and support to return to work after a stressful experience. Depending on the individual's circumstances, a phased return and/or the provision of a mentor to provide assistance and support in the short term may be appropriate. The Case Manager should also consider how the person's contact with the child or children who made the allegation can best be managed if they are still a pupil at the school or college.

### **In respect of malicious or unsubstantiated allegations**

49. If an allegation is determined to be unsubstantiated or malicious, the Designated Officers(s) should refer the matter to the children's social care services to determine whether the child concerned is in need of services, or may have been abused by someone else. If an allegation is shown to be deliberately invented or malicious, the headteacher, principal or proprietor should consider whether any disciplinary action is appropriate against the pupil who made it; or whether the police should be asked to consider if action might be appropriate against the person responsible, even if he or she were not a pupil.

### **Learning lessons**

50. At the conclusion of a case in which an allegation *is* substantiated, the Designated Officer(s) should review the circumstances of the case with the Case Manager to determine whether there are any improvements to be made to the school or college's procedures or practice to help prevent similar events in the future. This should include issues arising from the decision to suspend the member of staff, the duration of the suspension and whether or not suspension was justified. Lessons

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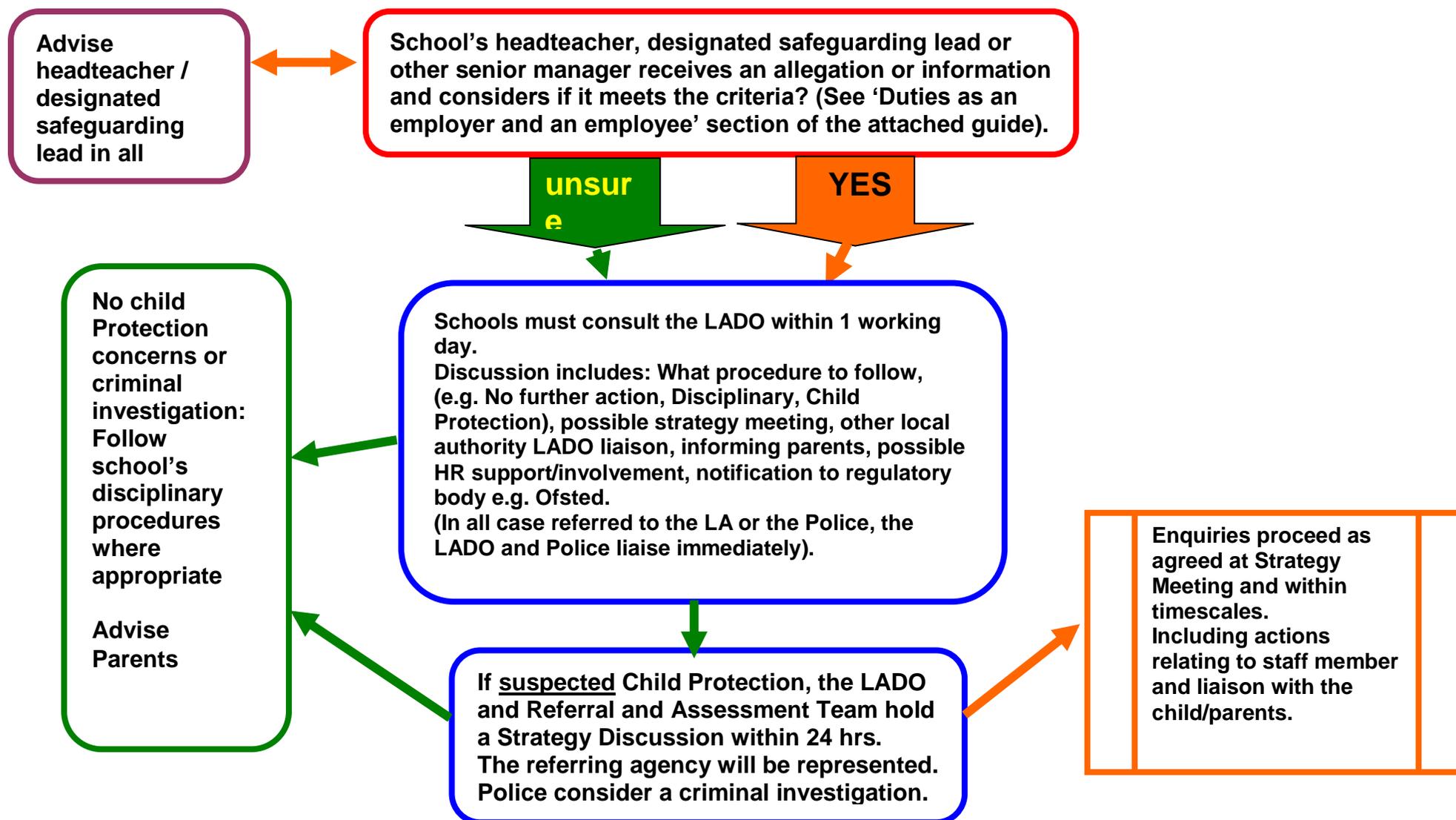
<sup>6</sup> Disclosure and Barring Service – [guidance on Referrals to the DBS](#)

should also be learnt from the use of suspension when the individual is subsequently reinstated. The Designated Officers(s) and Case Manager should consider how future investigations of a similar nature could be carried out without suspending the individual.

### **Further information**

51. See the [College of Policing: Engagement, Communication and Media Relations](#)

## Appendix 1: Summary Flow Chart for Allegations of Abuse against Teachers and Other Staff



## **Flowchart notes for the designated safeguarding lead**

- It is recommended that the designated safeguarding lead should have a deputy in place to progress cases in their absence and to allow for circumstances in which the designated safeguarding lead is the subject of the concern.
- The procedure applies to employees, casual workers, volunteers and people employed by other agencies who are providing services on the school's behalf.
- The designated safeguarding lead is responsible for the completion of the any pro-formas / data returns that are required.

Please read 'Allegations of Abuse', for the procedure.

- For specific detail on thresholds – See 'Duties as an employer and employee'
- For detail on timescales – See under 'Timescales' heading
- Descriptions of the designated safeguarding lead's role follow

### **Summary of Roles:**

- The Designated Safeguarding Lead has responsibility for ensuring that the school operates procedures for dealing with allegations in accordance with the DfE guidance, for managing and overseeing individual cases in consultation with Local Authority Designated Officer (LADO), for resolving inter agency issues and for liaising with the Local Safeguarding Children Board (LSCB).
- Designated Officer for Allegations – the LADO is responsible for providing advice and support to organisations (including schools) and liaison with the Police.

## Appendix 2

### Role of the Designated Safeguarding Lead

**Note: this guidance forms Annex B of the DfE's statutory guidance Keeping Children Safe in Education**

Governing bodies should ensure an appropriate **senior member** of staff, from the school or college **leadership team** is appointed to the role of Designated Safeguarding Lead.<sup>7</sup> The Designated Safeguarding Lead should take **lead responsibility** for safeguarding and child protection (including online safety). This should be explicit in the role-holder's job description. This person should have the appropriate status and authority within the school to carry out the duties of the post. They should be given the time, funding, training, resources and support to provide advice and support to other staff on child welfare and child protection matters, to take part in strategy discussions and inter-agency meetings, and/or to support other staff to do so, and to contribute to the assessment of children.

### Deputy Designated Safeguarding Leads

It is a matter for individual schools as to whether they choose to have one or more Deputy Designated Safeguarding Lead(s). Any deputies should be trained to the same standard as the Designated Safeguarding Lead and the role should be explicit in their job description.

Whilst the activities of the designated safeguarding lead can be delegated to appropriately trained deputies, the ultimate **lead responsibility** for child protection, as set out above, remains with the designated safeguarding lead; this **lead responsibility** should not be delegated.

### Manage referrals

The Designated Safeguarding Lead is expected to:

- refer cases of suspected abuse to the local authority children's social care as required;
- support staff who make referrals to local authority children's social care;
- refer cases to the Channel programme where there is a radicalisation concern as required;
- support staff who make referrals to the Channel programme;
- refer cases where a person is dismissed or left due to risk/harm to a child to the Disclosure and Barring Service as required; and

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<sup>7</sup> When a school has a sole proprietor rather than a governing body, appropriate steps should be taken to ensure that the member of the senior leadership team who is appointed as designated safeguarding lead (DSL) is able to discharge that role with sufficient independence, particularly in relation to any allegations involving the proprietor or members of the proprietor's family. This may involve including in the appointment as DSL, written confirmation that part of the duties of the post involve contacting the Local Authority Designated Officer on any matter that the DSL considers cannot be properly dealt with internally. Consideration could also be given to providing the DSL with access to external advice from an appropriate company or legal service.

- refer cases where a crime may have been committed to the Police as required.

### **Work with others**

- liaise with the Headteacher to inform him or her of issues especially ongoing enquiries under section 47 of the Children Act 1989 and police investigations;
- as required, liaise with the “Case Manager” (as per Part four) and the Designated Officer(s) at the local authority for child protection concerns in cases which concern a staff member;
- liaise with staff (especially pastoral support staff, school nurses, IT Technicians and SENCOs or the named person with oversight for SEN in a college) on matters of safety and safeguarding (including online and digital safety) and when deciding whether to make a referral by liaising with relevant agencies; and
- act as a source of support, advice and expertise for staff.

### **Undertake training**

The Designated Safeguarding Lead (and any deputies) should undergo training to provide them with the knowledge and skills required to carry out the role. This training should be updated at least every two years.

The Designated Safeguarding Lead should undertake Prevent awareness training.

In addition to the formal training set out above, their knowledge and skills should be refreshed (this might be via e-bulletins, meeting other designated safeguarding leads, or simply taking time to read and digest safeguarding developments) at regular intervals, as required, but at least annually, to allow them to understand and keep up with any developments relevant to their role so they:

- understand the assessment process for providing early help and intervention, including local criteria for action and local authority children’s social care referral arrangements<sup>8</sup>;
- have a working knowledge of how local authorities conduct a child protection case conference and a child protection review conference and be able to attend and contribute to these effectively when required to do so;
- ensure each member of staff has access to, and understands, the school’s child protection policy and procedures, especially new and part time staff;<sup>9</sup>

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<sup>8</sup> Full details in Chapter one of [Working Together to Safeguard Children](#).

<sup>9</sup> Section 17(10) Children Act 1989: those unlikely to achieve a reasonable standard of health and development without local authority services, those whose health and development is likely to be significantly impaired without the provision of such services, or disabled children.

- are alert to the specific needs of children in need, those with special educational needs and young carers;
- are able to keep detailed, accurate, secure written records of concerns and referrals;
- understand and support the school or college with regards to the requirements of the Prevent duty and are able to provide advice and support to staff on protecting children from the risk of radicalisation;
- are able to understand the unique risks associated with online safety and be confident that they have the relevant knowledge and up to date capability required to keep children safe whilst they are online at school or college;
- can recognise the additional risks that children with SEN and disabilities (SEND) face online, for example, from online bullying, grooming and radicalisation and are confident they have the capability to support SEND children to stay safe online;
- obtain access to resources and attend any relevant or refresher training courses; and
- encourage a culture of listening to children and taking account of their wishes and feelings, among all staff, in any measures the school or college may put in place to protect them.

### **Raise Awareness**

The designated safeguarding lead should:

- ensure the school or college's child protection policies are known, understood and used appropriately;
- ensure the schools child protection policy is reviewed annually (as a minimum) and the procedures and implementation are updated and reviewed regularly, and work with governing bodies or proprietors regarding this;
- ensure the child protection policy is available publicly and parents are aware of the fact that referrals about suspected abuse or neglect may be made and the role of the school or college in this; and
- link with the local LSCB to make sure staff are aware of training opportunities and the latest local policies on local safeguarding arrangements.

### **Child protection file**

Where children leave the school ensure their child protection file is transferred to the new school or college as soon as possible. This should be transferred separately from the main pupil file, ensuring secure transit and confirmation of receipt should be obtained. Receiving schools and colleges should ensure key staff such as designated safeguarding leads and SENCOs or the named person with oversight for SEN in colleges, are aware as required.

In addition to the child protection file, the Designated Safeguarding Lead should also consider if it would be appropriate to share any information with the new school or college in advance of a child leaving. For example, information that would allow the new school or college to continue supporting victims of abuse and have that support in place for when the child arrives.

### **Availability**

- During term time the Designated Safeguarding Lead (or a deputy) should always be available (during school or college hours) for staff in the school or college to discuss any safeguarding concerns. Whilst generally speaking the Designated Safeguarding Lead (or deputy) would be expected to be available in person, it is a matter for individual schools, working with the designated safeguarding lead, to define what “available” means and whether in exceptional circumstances availability via phone and or Skype or other such mediums is acceptable.
- It is a matter for individual schools and the Designated Safeguarding Lead to arrange adequate and appropriate cover arrangements for any out of hours/out of term activities.



Trustee Board Chair

2/12/20