



New Direction School



Allegations against Staff Policy

Reviewed Date:	Reviewed By:	List of changes	Next Review
August 2021	Luke Collins	<ul style="list-style-type: none"> Updated for KCSIE 2021 	August 2022
July 2022	Luke Collins	<ul style="list-style-type: none"> Reviewed with no changes needed 	July 2023
July 2023	Luke Collins	<ul style="list-style-type: none"> Reviewed with no changes needed 	July 2024
October 2024	Adrian Anderson	<ul style="list-style-type: none"> Reviewed and updated guidance in line with KCSIE 2024 	August 2025

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1. Introduction

New Direction must follow procedures for handling allegations made against staff and/or volunteers set out in Part 4 of *Keeping Children Safe in Education (2024)*. The aim is to deal with any allegation quickly and in a fair and consistent way which provides effective protection for the child and at the same time provides appropriate support for the person who is the subject of the allegation.

2. Reporting and Responding to Allegations

Where a safeguarding-related allegation or cause for concern is made against any member of staff or volunteer, the matter should be reported immediately to the Designated Safeguarding lead (Luke Collins) or Deputy (Hannah Oliver)

If the Designated Safeguarding Lead feels that the allegations are serious and they require immediate intervention by the children's social care services and/or police they shall contact them immediately.

In all cases immediate contact should be made with the LADO (01629 533190, <https://www.ddscp.org.uk/staff-and-volunteers/info-and-resources/allegations/>) to discuss the allegation. A decision as to how to proceed and eventually whether or not to suspend a member of staff or volunteer will be taken by the DSL following consultation with the LADO (and, in the most serious cases, the police). In borderline cases, discussions with the LADO can be held informally and without naming the school or individual. Suspension is not an automatic response and the decision will be taken according to the circumstances of each particular case. The decision as to whether or not to suspend is taken by the DSL and Headteacher.

In considering the available options, including redeployment of the member of staff or volunteer, the primary concerns are the safety and wellbeing of the learners, together with the need for a full and fair investigation which will be led by the LADO. The following definitions from *Keeping Children Safe in Education (2021)* 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 or cause harm to the person subject of 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; or,
- **Unfounded:** to reflect cases where there is no evidence or proper basis which supports the allegation being made.

Where we cease to use the services of any person (staff member (including agency staff), teacher, volunteer or any other person) or the person resigns or otherwise ceases to provide his or her services because it is considered that the person may be unsuitable to work with children, a referral will be made to the DBS promptly and in any event within 28 days in accordance with our legal duty.

In cases involving teaching staff, the school will also decide whether to refer the matter to the Teaching regulation agency..

Where required to do so, we will provide information requested by the DBS, the teaching regulation agency in respect of a member of staff or volunteer in accordance with our legal duty.

Communications with the community about safeguarding-related allegations shall only be made following consultation with the LADO and any investigating authorities. There are restrictions on the reporting or publishing of allegations against teachers (which apply up to the point where the accused person is charged with an offence, or the DfE/NCTL publish information about an investigation or decision in a disciplinary case). Every effort will be made to maintain confidentiality and guard against unwanted publicity.

If there has been a substantiated allegation against a member of staff, New Direction will work with the LADO to determine whether there are any improvements to be made to the procedures or practice to help prevent similar events in the future.

3. MONITORING

The Proprietor will monitor the operation of this policy and its procedures

This policy will be reviewed by the Proprietor and key staff.