



St Joseph's Catholic Primary School

Policy for Managing Allegations against Staff and Volunteers

Introduction

"The governing body of a maintained school shall make arrangements for ensuring that their functions relating to the conduct of the school are exercised with a view to safeguarding and promoting the welfare of children who are pupils at the school."

Section 175 (2) Education Act 2002

The Governing Body of St Joseph's recognises its collective responsibility to safeguard and protect the welfare of children and young people in accordance with its statutory responsibility under Section 175 of the Education Act 2002 and where appropriate under the Children Acts.

Responsibility of the School

The School will manage all allegations against staff and/or volunteers in accordance with the agreed South West Child Protection Procedures (www.swcpp.org.uk) and has a nominated 'Designated Person' who will liaise with the Local Authority Designated Officer (LADO) on all matters of concern which meet any of the following criteria:-

It appears that the person has:

- Behaved in a way that has harmed a child, or may have harmed a child, or,
- Possibility committed a criminal offence against or related to a child, or,
- Behaved towards a child in a way that indicates he or she would pose a risk of harm if they work regularly or closely with children.

In addition, these procedures will be used:-

- If there are concerns about the person's behaviour towards their own children, or children unrelated to their employment or voluntary work, and there has been a recommendation from a strategy discussion that consideration should be given to the risk posed to children they work with, or,

- When an allegation is made about abuse that took place some time ago and the accused person may still be working or having contact with children.

The School will **not** attempt to manage allegations or concerns which meet any of the above criteria through other mechanisms such as the School Complaints Procedure or Disciplinary Procedures, unless written agreement to do so has been confirmed by the Local Authority Designated Officer (LADO). St Joseph's School will provide the Local Authority Designated Officer (LADO), the Police and Children's Social Care with any personal data/information about staff members, governors, children or parents which the said organisation(s) deem relevant to child protection enquires.

The school will attend all strategy meetings organised to discuss allegations made against staff and/or volunteers and will provide the meeting with any necessary reports as required.

Collective Responsibility of the Governing Body

The Governing Body will appoint a nominated governor with responsibility for Child Protection who will monitor and review arrangements within the school for the delivery of Child Protection and in particular arrangements are in place for managing allegations against staff and volunteers.

The nominated governor with responsibility for child protection will have a number of specific duties (full details available from governor.development@plymouth.gov.uk) and in particular will ensure that:-

- There is an annual agenda item at a full governing body meeting to discuss child protection issues and procedures, including training and the number of incidents (without any reference to names/details) etc.

The governing body will ensure that all members of staff and volunteers receive a copy of the DCSF (now the DFE) guidance document entitled "Safer Working Practices for Adults who Work with Children and Young People" and the date it is issued is recorded on staff personal files or volunteer records. The Governing Body will ensure that the school operates an incident recording system whereby staff and/or volunteers record unusual incidents, issues or actions involving adults and children/young people which they feel may possibly be misconstrued at a later date. The school will ensure that any such issues, incidents or actions which are of immediate concern in accordance with child protection or other school procedures, will be actioned in accordance with agreed arrangements and protocols.

Review of Policy

This policy will be reviewed on a three yearly basis.