

**Policy for Managing Allegations Against Teaching & Non-Teaching Staff in Education (inc Agency)**

<b>Date</b> April 2022	<b>Review Date</b> April 2024	<b>Review Frequency</b> Every 2 years	<b>Coordinator</b> Head of GL	<b>Nominated Trustee</b> Chair of EC&T
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**Introduction**

**THIS DOCUMENT HAS BEEN ADAPTED FOR THE MULBERRY BUSH SCHOOL'S USE FROM THE OXFORDSHIRE COUNTY COUNCIL'S CURRENT GUIDELINE AND POLICY DOCUMENT OF THE SAME NAME. IT SHOULD BE READ IN CONJUNCTION WITH THE SCHOOL'S [SAFEGUARDING POLICY \(SW7\)](#)**

Why Procedures are needed

- 1. The majority of people who work with children and young people do so from a position of care and concern. However, it is a fact that an extremely small number of people do seek access to children and young people, to cause them harm either physically, sexually or emotionally. Research has shown that these professionals are extremely skilled in identifying vulnerable young people and forming relationships with colleagues, which often ensure that they are not challenged or distrusted, and use the system to their own advantage. Procedures need to ensure young people have as much protection as possible from such adults.**
2. Children may misinterpret actions of professionals, which, when reported to their parents could lead to complaints.
3. Small proportions of children lie about allegations to create difficulties for teaching and non-teaching staff.
4. Under times of stress or provocation some professionals react inappropriately to children and may behave in an unacceptable manner.
5. When an allegation has been made concerning any employee they should have the case against them dealt with quickly, professionally and impartially. The document recognises the responsibility and vulnerability of employees.
6. The child's welfare is paramount, (Children Act 1989)
7. Research shows that some "institutions" fail to protect their children because of over emphasis on the protection of staff and the natural reaction to believe

a colleague rather than a child (some of whom may have been presenting difficult behaviours).

8. The system for dealing with allegations within the Mulberry Bush School ensures that all allegations are dealt with in a clear structured manner using a procedure that is professional and impartial.
9. The procedures refer to behaviour, which may fall into the category of child protection or inappropriate behaviour. The procedure also relates to emotional abuse of a chronic nature. Other complaints should be dealt with under the school's complaints procedure.

The Designated Safeguarding Schools Officers for Oxfordshire are Jo Lloyd, Donna Crozier, Sandra Barratt and Lorna Berry. The Lead Officer for the Schools Safeguarding Team is Jo Lloyd.

Contact details are:

[Jo.Lloyd@oxfordshire.gov.uk](mailto:Jo.Lloyd@oxfordshire.gov.uk)

Tel: 01865 815956

**Initial contact regarding any possible allegation must be made directly with Jo Lloyd or her nominated deputies as soon as possible. If, at the point of initial contact, the team are unavailable, admin staff will contact one of the team directly where it is clear that the issue relates to a possible allegation.**

## Procedure

### **SUMMARY OF KEY ISSUES/INITIAL ACTIONS TO BE TAKEN**

1. Suspension should never be an automatic response. Appropriate criteria should be applied in all cases.
2. Do not seek to investigate the allegation yourself or interview the child.
3. You must refer to one of the school's safeguarding leads and record and date the record on ClearCare (as above).
4. Suspected allegations must be recorded by the person receiving the allegation.
5. An investigating officer will be appointed; (in consultation with police, head and local authority) if a joint decision is made that a formal investigation is appropriate.
6. Consider the need for disciplinary action in respect of the employee where it is clear that a reportable offence has not been committed, again in consultation with local authority staff.

7. However, any disciplinary action must be kept separate from child protection investigations except when there is agreement otherwise between the school's designated safeguarding lead and those in charge of investigations.
8. Investigations by the police or LADO/Education Safeguarding Advisory Team will take priority over an internal investigation by the school.
9. When issues are resolved, the school's designated safeguarding lead will write to all relevant parties with findings

### **Role of the Trustee Body**

The Trustees work with the Service Leadership Team to make decisions.

### **Role of the Management Team**

The managers and staff have a commitment to high standards and a responsibility to voice concerns.

### **Role of Staff**

As above

### **Role of Parents / Carers**

The parents / carers are encouraged to talk to the school's Senior Leadership Team about any concerns they have.

### **Other Specific Policy Detail**

## RESTRAINT

Section 550(A) of the Education Act 1996 – The Use of Force to Control or Restrain Pupils – allows teachers, and other persons who are authorised by the Director to have control or charge of pupils, to use such force as is reasonable in all the circumstances to prevent a pupil from doing, or continuing to do, any of the following:

- committing a criminal offence (including behaving in a way that would be an offence if the pupil were not under the age of criminal responsibility);
- injuring themselves or others;
- causing damage to property (including the pupil's own property);
- engaging in any behaviour prejudicial to maintaining good order and discipline at the school or among any of its pupils, whether that behaviour occurs in a classroom during a teaching session or elsewhere.

Provision applies when a member of staff or volunteer, is on the school premises, and when he or she has lawful control or charge of the pupil concerned elsewhere e.g. on a field trip or other authorised out of school activity. Restraint can only be used when it is fully justifiable as being in the best interests of the child and subject to the s.550(A) criteria set out above. Each staff member will exercise his/her judgement as to whether (a) the statutory criteria are fulfilled at any given time (b) where the child's best interests lie and (c) whether the combination of these factors justifies restraint.

Restraint should only be used in line with agreed MBS policy.

Where physical intervention has been used as a method of restraint the Behaviour Management policy and reporting of incidents should be followed.

Records of restraint are kept in a secure electronic system which is open to inspection from named personnel:-

- When the pupil has marks or bruising which have been sustained through the use of inappropriate physical intervention or where a parent / carer makes a complaint.
- If the child makes a complaint of a particularly serious nature (i.e. assault, unjustified or inappropriate use of restraint resulting in physical injury or distress)
- When a member of staff has raised a concern or complaint about the use of restraint by another member of staff.

## ALLEGATIONS / SUSPICIONS OF ABUSE

1. Allegations are received in a variety of ways. Usually these are:-
  - Direct complaint by child to another staff member.
  - Direct complaint of a parent/carer to another staff member/teacher.
  - Concerns raised by parties who may have been told about or witnessed abuse.
  - Direct contact by parent/carer to a local authority
  - Anonymous referral
  - Direct complaint to the LADO/Education Safeguarding Advisory Team or the Police
2. If an employee is informed about a possible allegation they should immediately notify a member of the school's management team/a Designated Lead (Angus Burnett/Claire McCarthy/Richard Hartwell).
3. Where the allegation is against the Designated Lead, Director or CEO, this should not be recorded on ClearCare and the Chair of Trustees & the Trustee responsible for Safeguarding should be informed. Additionally, please refer to the Whistleblowing policy.
4. Under no circumstances should any member of staff, management or Trustee conduct their own investigation until the matter has been agreed with the LADO/Education Safeguarding Advisory Team or Police. Attempts to do so could seriously hinder any further investigation and reduce professional impartiality.
5. All allegations should be referred to the Schools Safeguarding Team. There should be no time delay and care should be taken to maintain confidentiality as in child protection procedures. The school or the unit should not commence an investigation before agreement is reached with the Schools Safeguarding Team.
6. It should be stressed that all matters relating to allegations are dealt with under MBS's Child Protection Procedures and therefore confidentiality is essential. Information should be shared on a "need to know" basis only. All documentation should be carefully stored.
7. The Designated Lead(s), will discuss their understanding of the situation to the Schools Safeguarding Team including issues such as the context of the allegation and previous concerns about the member of staff or pupil. Following this discussion, the level of concern will be determined in consultation with representatives from the LADO/Education Safeguarding Advisory Team and/or police. This may lead to a Position of Trust (POT) meeting or a strategy meeting being convened involving the Designated Lead(s) a police officer, the child(ren)'s Social Worker(s).

## POSSIBLE ACTION FOLLOWING AN ALLEGATION

### No further action

1. Director/Manager/T&NT to communicate this to parents/carer. Where there are concerns that the allegation may be false or malicious consideration needs to be given to the issues that the child may be facing.
2. Head Teacher / Managers should:
3. inform the parent/carer in writing of a decision to take no further action or a view that there has been a false allegation;
4. Inform (verbally and in writing) the relevant employee that an allegation has been made and that no further action will be taken. The employee can have a friend or trade union representative during this discussion;
5. Make appropriate arrangements to offer support to employee;
6. Determine whether the child needs further support or whether the allegation could be an indicator of other concerns (e.g. abuse elsewhere);
7. Prepare a report giving reasons for the conclusion that the allegation is without foundation and stating the action taken (as above);
8. Clearly state on the member of staff's personnel record that the staff member has been exonerated and consideration of disciplinary proceedings are not necessary.
9. Consideration given to what action is required to avoid a repeat of the allegation.

### Possible Inappropriate Behaviour

The Schools Safeguarding Team and the Head Teacher and/or representatives of the LADO/Education Safeguarding Advisory Team or Police will agree that this matter falls into the category of inappropriate behaviour as opposed to child protection.

The Director will arrange for an investigation to be undertaken by a senior member of staff advising that the investigation may become part of disciplinary procedures.

Where the investigation is to be conducted internally for inappropriate behaviour: -

The Investigating Officer will:

- Define the areas to be investigated;
- Draw up a provisional list of those to be interviewed and the content for discussion. This should include firstly interviewing the alleged victim and any witnesses, (a random selection of pupils could be interviewed). The alleged perpetrator should be interviewed last;
- Check corroborative evidence;
- Assess the credibility of the person making the allegation. (In doing so consideration should be given to the issues of listening to children and young people and to any power differential).

If at any point the investigator becomes aware that there may be child protection issues emerging the investigation should be halted and referred under the child protection procedures, directly to the LADO/Education Safeguarding Advisory Team and inform the designated officer for schools.

**LADO – Jo Lloyd Tel: 01865 815956**

Statements made should be read and signed and dated by the witnesses.

#### Staff interview

The person subject to the allegation should be informed of:

- His/her rights under the school's disciplinary procedures including right to representation
- The allegation and invited to make a statement
- The right either to respond (or decline to respond) and to be represented prior to giving a response

Full notes should be taken and the member of staff invited to read and sign them as a true record of the interview, (copy to be made available to the member of staff).

Persons identified by the member of staff as having relevant information should be added to the list to be interviewed as part of the investigation.

On conclusion of the investigation a report should be produced, (which remains confidential) and recommendations made in relation to future action. Consideration should be given to the need to refer back to child protection procedures / consider suspension / refer the report under disciplinary procedures.

The Director should retain records of the investigation including statements in a secure and confidential system.

On consideration of the report the designated lead will write to the parent/carer of the child involved and the staff involved informing them of the outcome of the investigation. A copy of both of these letters will be sent to the Director.

In some situations, the designated officer for allegations will discuss specific courses of action which may assist in the prevention of similar situations occurring.

Where an investigation is likely to follow child protection/criminal process:

Where there are marks/bruising to a pupil, complaints of assault or concerns of a sexual nature then there is a strong possibility that this will be treated as a child protection referral. In such circumstances swift action is vital.

- a) Where the child is injured, medical treatment will need to be considered as a priority.
- b) Where it is agreed that Child Protection Procedures need to be followed the Designated Lead(s) will notify the employee that an allegation has been made against them and to advise him/her to contact their professional association.
- c) A child protection investigation may need an initial investigation by the police or Assessment Team or a joint investigation.
- d) Any such investigation takes precedence to any possible disciplinary issues or action that the Mulberry Bush School wish to take.
- e) The investigation will be undertaken in line with Oxfordshire Child Protection procedures, which may include a strategy meeting or strategy discussion including relevant personnel.

Details of the complaint must not be discussed within the school/unit and the Director should ensure that confidentiality is maintained at all times.

The alleged victim/witness/adult, etc. should not be interviewed.

It may be necessary to hold a strategy meeting prior to the investigation taking place. Under such circumstances those present would usually be – Designated Safeguarding Schools Officer, Assessment Team Manager or Social Worker, Police representative, MBS Designated Lead(s) and the child(ren)'s social workers (as appropriate).

Suspension - At the time of discussion with the LADO/Education Safeguarding Advisory Team/Assessment Team the MBS Designated Lead(s) view will be sought in relation to the risk to other children from the alleged perpetrator.

If the Designated Lead/Director has no concerns, then the employee should continue working within the school. Provision would need to be made to avoid contact with the victim where possible. Suspension should not be used unless absolutely necessary.

If the Director has concerns about the welfare of the alleged victim or any other child, then steps should be taken to suspend the employee in accordance with the appropriate discipline procedure.



The LADO/Education Safeguarding Advisory Team will liaise with the Assessment Team, the Police and keep the MBS Designated Leads informed of the situation.

On completion of the Child Protection investigation there could be:

- a) A review meeting between appropriate staff in the Assessment Team/Police/LADO/Education Safeguarding Advisory Team and the Designated Lead(s), to share findings.
- b) Prosecution of alleged perpetrator and internal disciplinary procedures.
- c) Communication to the parents from the social worker.

The LADO/Education Safeguarding Advisory Team will liaise with Designated Lead(s) to discuss the findings of the investigation with them. It is then for the Director, in consultation with the relevant managers, to determine the appropriate course of any further action. In some circumstances this could lead to disciplinary action.

The Director will then write to the alleged perpetrator, parents and Head teacher informing them of the outcome of the investigation.

#### SUPPORT FOR MEMBER OF STAFF

Obviously being the subject of an allegation can cause distress to the member of staff.

When a member of staff is suspended the school may choose to also offer a link to a named member of staff. As much as possible staff subject to allegations will be kept informed of the status of any investigation.

Employees should also seek advice from their professional association. The school may also offer counselling to the staff member through the MBS Therapy Team.

Under any circumstances it is important to identify support for the staff member from the outset.

#### ALLEGATION AGAINST THE DIRECTOR

When the allegation is made about the Director direct contact should be made with the MBS Chief Executive.

- a) The Designated Lead(s) will follow procedures in relation to having a discussion with the Assessment Team support to determine whether thresholds for child protection are met.
- b) The Designated Lead(s) will inform the Chair of Trustees and the trustee with Safeguarding responsibilities.
- c) The Chief Executive will contact the Director to inform them of the allegation.

- d) If the allegation falls into the category of inappropriate behaviour the Chair of Trustees can take advice from the LADO/Education Safeguarding Advisory Team about how best to proceed.
- e) If the allegation is deemed to be Child Protection the normal procedures will apply.
- f) The Chair of the Trustees will consider the need for suspension in consultation with the LADO/Education Safeguarding Advisory Team. Suspension will only be used if it is considered that the Director poses an on-going risk to children.

### SUPPLY TEACHERS/AGENCY WORKERS

When a supply teacher is contracted to work in a school the Head Teacher will ensure that the supply teacher is made aware of the school's procedure in relation to care and control of children, including the use of physical intervention and child protection procedures.

### THE ROLE OF THE TRUSTEE BODY

Issues relating to allegations are of a confidential nature in accord with MBS's Child Protection Procedures. Therefore, information should only be shared on a "need to know" basis.

For example, it may be appropriate for the Director to share some issues about suspension/impact on the school community with the Chair of the Trustee Body. Trustees who are involved in possible child protection issues should have had an appropriate disclosure check and ideally appropriate training.

Other members of the Trustee Body should neither become involved in, nor have details linked to the allegations. Any such knowledge would prejudice their possible involvement in any future appropriate action which the Trustee Body may be advised to take. In addition, the Trustee Body has to be clear that it is not taking any action that would prejudice the position of the individual under investigation.

When the allegation refers to the Director, the Chair of the Trustee Body may be involved, as outlined above in allegations against the Director. When the outcomes of the investigations are known and it is appropriate for the Trustee Body to deal with the matter, the Chair will then decide the course of action to be taken. This will be within the schools' agreed procedures. No other members of the Trustee Body should be involved in any proceedings before this stage. In the event of the Chair being unavailable the Vice Chair would be expected to act on behalf of the Trustee Body.

### CONTRACTORS (OF ANY ORGANISATION) WORKING IN ENVIRONMENT WITH

## PUPIL CONTACT

When an allegation is received in relation to the above, the employer should notify the LADO/Education Safeguarding Advisory Team of their procedures for handling the allegation.

It is expected that those issues which are of a child protection nature should be referred to the Assessment Team / Police.

## FALSE ALLEGATIONS

Where (following consultation and investigation) the Designated Lead(s) believes that the allegation is without foundation, he/she should:

- a) consider with Assessment Team Manager and/or Service Manager Attendance & Welfare whether the child might have been abused by someone else
- b) inform the employee at a formal meeting that no further action is to be taken under disciplinary or child protection procedures (the employee may be accompanied by a union representative or friend)
- c) consider whether support, counselling and/or informal professional advice for the employee is appropriate and the form this might take
- d) inform the parents of the child/children of the allegation and the outcome
- e) consider appropriate counselling and support for the child/children and parents particularly where a false/malicious allegation has been made
- f) prepare a report embodying (i) to (V), to be copied to the employee, recording that the allegation is without foundation.

## RECORDS

The Safeguarding Schools team must keep documents relating to an investigation and must retain a written record of the outcome. Where disciplinary action has been taken against an employee, a copy should be retained on the MBS personnel confidential file in accordance with the school's disciplinary procedures. If there are criminal or civil proceedings, records may be subject to disclosure. Therefore, no

assurances can be given of confidentiality. Details of outcomes of disciplinary or criminal investigation should be passed to relevant personnel sections.

## GUIDANCE FOR STAFF PROCESS TO FOLLOW WHEN A CHILD MAKES AN ALLEGATION

1. Allegation is made by child

2. Inform Senior Manager on site (During weekends, inform Senior TCP who must telephone Manager on call).

3. First and foremost, immediate action to be taken to safeguard the child(ren) 4. Senior Manager to consider the following: -

a. is the allegation demonstrably false (e.g., witnesses present)

b. what is the context of the allegation (e.g., there is a difference between a child saying an adult is hurting them during a physical intervention and the adult adjusting their hold and a child saying that an adult punched them)

c. has the child been caused harm (e.g., sustained an injury)

d. Manager (or delegated Senior) on site to speak to child to clarify facts (do not investigate, do not ask leading questions): -

i. Tell me what happened

ii. Can you show me where you were hurt

iii. Where did it happen

iv. Which adults were there

v. Which children were there

e. If a child has sustained an injury, that they associate with the incident/allegation, record this on a body map

f. Where a child maintains that they have been caused harm or could have been caused harm, Senior Manager to contact DSL to discuss next steps 5. In discussion with DSL the DSL will take into consideration the information that has been shared, the child's risk assessment, any repeating patterns, the character of the member of staff and whether they have been in receipt of previous allegations. The DSL will advise on whether staffing changes (including sleep-in duties) should

be made. The LADO Team will be informed and/or their advice sought on these decisions. This could involve: -

a. Member of staff remaining in the house but not working in isolation if there is sufficient staffing and the group dynamic allows this to be viable. These factors should constantly be reassessed during shift.

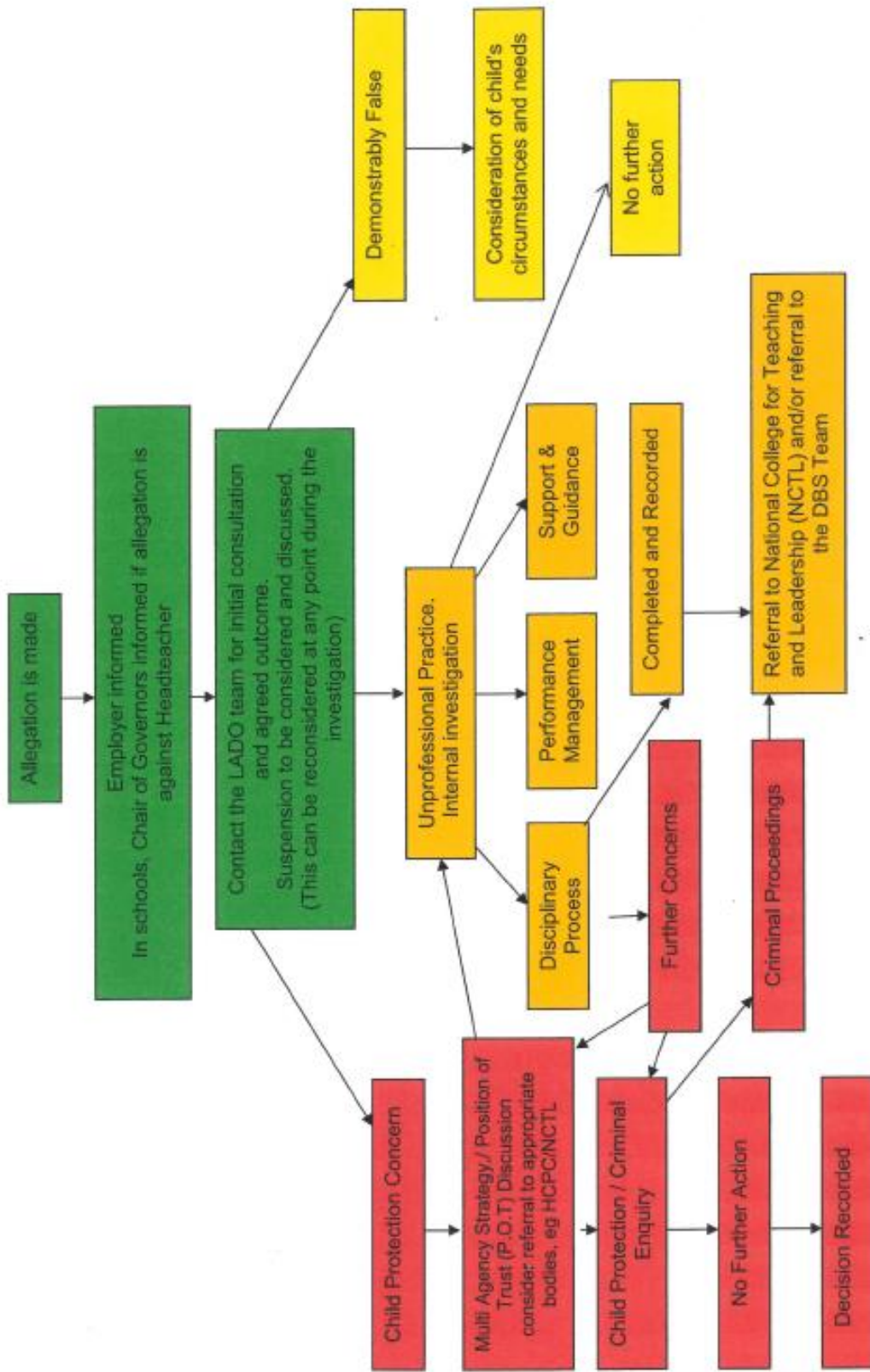
b. Member of staff temporarily swaps with another member of staff from another house.

c. Member of staff going off shift or to 'non-child facing duties'

6. The LADO team will be informed by the DSL as soon as possible and no later than 24 hours after an allegation.

7. When the LADO is unavailable e.g., outside office hours and where a child has suffered serious harm the DSL will liaise with the child's EDT or police

## Allegations Procedure Flowchart



Taken from Oxfordshire County Council's 'Allegations of abuse made against staff and volunteers working with children', February 2018.  
Where the chart refers to 'Governors', this should be read as 'Trustees' by MBS staff.