

Statement of procedures for dealing with allegations of abuse against staff

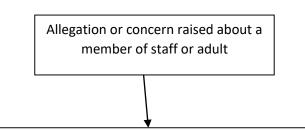
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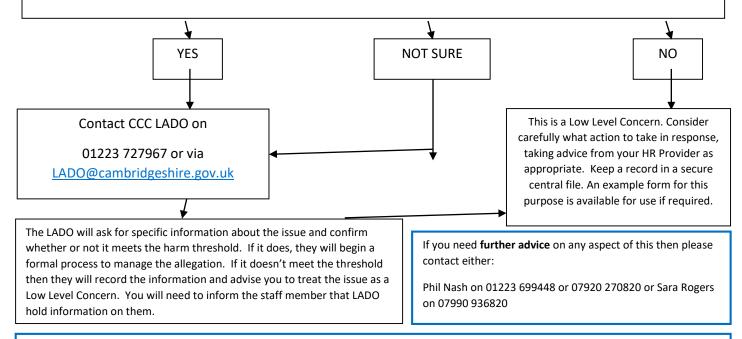
### Dealing with Allegations or Concerns about an Adult Working with

Children



Does it meet the harm threshold? The harm threshold is met where it is alleged that an adult working (or volunteering) in the school has:

- behaved in a way that has harmed a child, or may have harmed a child and/or
- possibly committed a criminal offence against or related to a child and/or
- behaved towards a child or children in a way that indicates he or she may pose a risk of harm to children; and/or
- behaved or may have behaved in a way that indicates they may not be suitable to work with children (see KCSIE Part 4)
- You may wish to consider the questions in Box A below to help you decide the answer to this question.



#### Box A:

- How long has the adult or member of staff worked for you?
- Have there been any previous concerns raised?
- Is this a one-off or part of a pattern of behaviour?
- Has the member of staff previously been given advice in this area?
- Would an associated pattern of behaviour (if it exists) be seen by others? (How closely do they work with other colleagues?)
- Might this have been a planned action or event?
- Could this behaviour be inadvertent? What is the likelihood of this?
- Could this be the precursor to more concerning behaviour?
- Did it occur in a 'public' or 'private' place? Was this in school or out of school?
- If electronic devices are involved, have any relevant files been deleted and is there any evidence of this?
- If this relates to inappropriate language, what is the precise nature of the language used? How inappropriate is it? What was the context where was this, and who were the listeners? Could this be seen as 'banter' or might it have more serious undertones?



This policy will be reviewed and agreed in line with Government guidelines by the Governing Body.

# Approved and signed by:

### Headteacher

Signed:

Date: 7<sup>th</sup> September 2023

# Chair of Governing body

P. Dag.

Signed:

Date: 7<sup>th</sup> September 2023