

Three Counties Academy Trust



Allegations of Abuse Against Staff Policy

#SG5

Last amended 5th August 2026 (v1.0)

Policy lifespan: 1 year. To be reviewed no later than August 31st 2027

Statement of intent

Three Counties Academy Trust (TCAT) takes its responsibility of care for pupils seriously. We will thoroughly and swiftly investigate allegations of abuse against staff – this will be done applying common sense and judgement, in a fair way that does not prejudice either the pupil or the member of staff, and with effective protection for the pupil and support for the person subject to the allegation. This policy will apply to concerns or allegations against those working in or on behalf of TCAT in a paid or unpaid capacity, including supply teachers, volunteers and contractors.

Any investigation of an allegation of abuse will be made in line with this policy, and we will provide both the accuser and accused with the support they require during the investigation.

To that effect, this policy has restricted access, SG5 Allegations of Abuse Against Staff Policy (Full Version) can be obtained on request for appropriate persons from the TCAT Central Team or from the Headteacher/Head of School and is the full and unabridged version as ratified and adopted by the TCAT Trust Board.