

**STATEMENT OF PROCEDURES FOR DEALING
WITH ALLEGATIONS OF ABUSE AGAINST STAFF**

RESPONSIBLE PERSON(S):	CHIEF EXECUTIVE HEADTEACHER John Mason School HEADTEACHER Rush Common School HEADTEACHER Fitzharrys School
CURRENT VERSION:	001
DATE APPROVED:	07/12/2018
REVIEW CYCLE:	GOVERNING BODY TO DETERMINE
NEXT REVIEW DATE:	BEFORE DECEMBER 2021

REVIEW

The Board of Trustees have reviewed and agreed this policy in accordance with the legal requirements and/or recommendations of good practice.

Having agreed the policy, the Trustees undertake to review or amended the policy if the:

- Government or local authority, i.e. Oxfordshire County Council, produce new or revised regulations and/or guidance;
- Trust identifies and recommends changes which will serve to improve the policy, support the implementation of the policy and/or the related policy processes.

APPROVED BY THE BOARD OF TRUSTEES

Chair of Trustees: Jonathan Hopkins Signature: Jonathan Hopkins

Chief Executive: Fiona Hammans Signature: Fiona Hammans

RESPONSIBLE BODY

Within this policy “responsible body” means the Trust and/or Trustees of the Abingdon Learning Trust. The responsible body will endeavour to ensure that the level of related training, support, financial and non-financial resources are adequate to fulfil the responsible body’s functions in respect of this policy statement and associated processes.

RESPONSIBLE PERSONS

The responsible persons accept the responsibility and accountability, delegated to them by the responsible body, and undertake to ensure adherence to, and the implementation of this policy statement and associated processes.

1.0 INTRODUCTION

The responsible body believes that the child's welfare is of paramount importance. The responsible body and responsible persons have a vital duty to look after the wellbeing of staff.

1.1 Circumstances may arise where a young person or their parents wish to make an allegation about a member of staff. 'Allegation' in this statement document, and related policy frameworks, refers to those relating to behaviour which may fall into the category of child protection, inappropriate behaviour or emotional abuse of a chronic nature.

1.2 Other complaints, such as those relating to a teaching and learning issue, will be dealt with under the schools' complaints procedure.

1.3 The responsible body and responsible persons recognise that circumstances surrounding an allegation are extremely stressful for all parties. It is the responsible body's policy to deal with allegations in a clear, structured manner using a procedure that is professional and impartial.

1.4 The responsible body has agreed that in all circumstances where an allegation has been made against a member of staff (whether teaching or non-teaching staff member), the responsible body and its schools will adopt the procedures agreed by Oxfordshire County Council, i.e. [Allegations Made Against Staff & Volunteers Working with Children](#) (Oxfordshire County Council, April 2017) and the statutory guidance related to dealing with allegations of abuse against teachers and other staff, i.e. [Keeping Children Safe in Education](#).

2.0 MONITORING THE EFFECTIVENESS OF THIS POLICY

In accordance with the Oxfordshire County Council the responsible body and responsible person(s) as appropriate, working closely with the Local Authority Designated Officer (LADO) and the school's safeguarding team will monitor allegations and ensure that the policy and related policy frameworks are adhered to.

2.1 The responsible body has agreed to adopt and utilise the record-keeping processes laid out in the Oxfordshire County Council guidance.

END