



Theale C of E Primary School

Statement of procedures for dealing with allegations of abuse against staff and volunteers

At Theale CE Primary School the children come first. They are central to every decision made in school. We will ensure that our children are happy and successful. They will grow to be ambitious and resilient and their talents will be nurtured so they become highly skilled. Our children will be courageous and always behave with integrity.

“And you shall love the LORD your God with all your heart, with all your soul, with all your mind, and with all your strength.’ This *is* the first commandment. And the second, like *it*, is this: ‘You shall love your neighbour as yourself.’ There is no other commandment greater than these.” *Mark 12: v 30-31*

“I have come that they may have life and that they may have it more abundantly.”
John 10:10

Published on public website	Yes
Links to related policies and procedures	Eg: teaching and learning, behaviour, SEN
Author	Headteacher
Approved by	Full Governing Body
Date approved	Autumn 2022
Date of next review	Autumn 2025
Responsibility for next review	Headteacher and Safeguarding Governor

Purpose

As outlined in the school's Child Protection (Safeguarding) policy, there is a prescribed process to follow in the event of an allegation of abuse.

1. It is essential that the high standards of concern and professional responsibility adopted with regard to alleged child abuse by parents are similarly displayed when members of staff are accused of abuse.
2. The procedure to be followed in the event of an allegation being made against a member of staff is set out in Berkshire Child Protection Procedures. This must be accessed online at https://proceduresonline.com/berks/west_berk/p_alleg_against_staff.html

The document is continually updated and so paper copies will become out of date very quickly. Additional information can be provided by emailing joan.ball@westberks.gov.uk.

The headteacher should in the first instance contact the Local Authority Designated Person (LADO):

- Fiona Goussard
 - Email: Fiona.goussard1@westberks.gov.uk
 - Contact Number: 01635 503153 | 07384 875 650 (mobile)
3. Through discussion and consultation, a decision will be made whether to hold an Allegation Against Staff and Volunteers' Meeting. Where the allegation is against the headteacher, the Chair of Governors will take this action.
 4. If for any reason it is decided that an Allegation Against Staff and Volunteers' Meeting is not appropriate, it may be necessary to address matters in accordance with the school's disciplinary procedures in liaison with the school's HR Adviser.
 5. Staff and volunteers as part of their induction are provided with a guide for staff faced with an allegation of abuse.
 6. This policy will be monitored by the Headteacher and full Governing Board, and reviewed every three years.

Additional guidance is available in the Department for Education's publication 'Keeping Children Safe in Education' September 2022 (updated annually).

<https://www.gov.uk/government/publications/keeping-children-safe-in-education--2>

Who/what was consulted?

This statement of procedure is based on the statutory framework from the DfE and guidance from West Berkshire Council which this school adopts as a maintained school.

Relationships to other policies

This statement of procedure relates to all other school policies and applies specifically to adults within the school.

Monitoring and evaluating effectiveness of policy

The headteacher will report to the Full Governing Body on a termly basis via the Headteacher's report of any issues arising in connection with this policy and by exception if necessary.