

St Giles CE Primary School **Dealing with Allegations of abuse**

Introduction

“The governing body of St Giles CE Primary School shall make arrangements for ensuring that their functions relating to the conduct of the school are exercised with a view to safeguarding and promoting the welfare of children who are pupils at the school.”

Section 175 (2) Education Act 2002

The Governing Body of St Giles CE Primary School recognises its collective responsibility to safeguard and protect the welfare of children and young people in accordance with its statutory responsibility under Section 175 of the Education Act 2002 and where appropriate under the Children Acts.

Safeguarding statement of intent

Safeguarding all our children is of paramount importance to us therefore, all necessary risk assessments are carried out prior to any activity. Enhanced DBS checks are carried out when recruiting new staff or volunteers. When welcoming visitors we check whether they have a DBS and carefully monitor their contact with children according to the regulated activity rules in the DBS guidelines. We are a “Safer School” and at least one member of staff and governors who are involved in the recruitment process have attended “Safer Recruitment Training.” New staff are made aware of all the related Safeguarding documents including the Child Protection policy as part of the induction process and all staff receive Child Protection Awareness training regularly.

Responsibility of the School

The School will manage all allegations against staff and/or volunteers in accordance with the agreed Shropshire Safeguarding Children’s Board Procedures and will refer to the DfE guidance document “**Dealing with Allegations of Abuse against Teachers and other Staff**” (*copy kept in Safeguarding folder*)

Designated Officer for Child Protection on all matters of concern which meet any of the following criteria:-

It appears that the person has:

- Behaved in a way that has harmed a child, or may have harmed a child, or,
- Possibility committed a criminal offence against or related to a child, or,
- Behaved in an inappropriate way towards a child which may indicate that he or she is unsuitable to work with children.

In addition, these procedures will be used:-

- If there are concerns about the person’s behaviour towards their own children, or
- Children unrelated to their employment or voluntary work, and there has been a recommendation from a strategy discussion that consideration should be given to the risk posed to children they work with,

or,

- When an allegation is made about abuse that took place some time ago and the accused person may still be working or having contact with children.

The School will not attempt to manage allegations or concerns which meet any of the above criteria, through other mechanisms such as the School Complaints Procedure or Disciplinary Procedures, unless written agreement to do so has been confirmed by the Local Authority, Designated Officer for Child Protection.

St Giles CE Primary School will provide the Local Authority Designated Officer for Child Protection, the Police and Children's Social Care with any personal data/information about staff members, governors, children or parents which the said organisation(s) deem relevant to child protection enquires.

The school will attend all strategy meetings organised to discuss allegations made against staff and/or volunteers and will provide the meeting with any necessary reports as required.

Collective Responsibility of the Governing Body

The Governing Body will appoint a nominated governor with responsibility for Child Protection who will monitor and review arrangements within the school for the delivery of Child Protection. This is **Mr Dean Easthope**.

Allegations made against staff and volunteers will go to the Head Teacher or the Designated Person. If the allegations are made against the Head Teacher it will be forwarded to the Chair of Governors.

The nominated governor with responsibility for child protection will have a number of specific duties and in particular will ensure that:-

1. There is an annual agenda item at the full governor's meeting to discuss child protection procedures, training and the number of incidents (without any reference to names/details).
2. They act as a point of contact for the local authority, if the Head Teacher is the subject of a child protection complaint or investigation.

The governing body will ensure that all members of staff and volunteers receive a copy of the DCSF guidance document entitled "Safer Working Practices for Adults who Work with Children and Young People" and the date it is issued is recorded on the policy monitoring sheet for staff to sign.

The Governing Body will ensure that the school operates an incident recording system whereby staff and/or volunteers record unusual incidents, issues or actions involving adults and children/young people which they feel may possibly be misconstrued at a later date. The school will ensure that any such issues, incidents or actions which are of immediate concern in accordance with child protection or other school procedures, will be actioned in accordance with agreed arrangements and protocols.

This policy was adopted by the Full Governing Body on 13th October 2016 and will be reviewed October 2019 or sooner if statutory guidance changes.

Head Teacher _____

Chair of Governors _____