

St Benedict's Catholic College



Allegations against adults in college policy

Date reviewed	June 2022
Ratified by Governors	July 2022
Date of next Review	June 2025

St Benedict's Catholic College

Allegations against adults in college policy

1. Introduction

1.1 This policy details how safeguarding concerns and allegations against any adults engaged to work in the college will be dealt with. This includes circumstances where the allegation did not take place at the college or on college premises. "Work" includes on a voluntary basis, including as a governor.

1.2 These procedures are in accordance with the Department for Education statutory guidance document 'Keeping Children Safe in Education'.

The following principles apply:

- all concerns and allegations will be taken seriously;
- all concerns and allegations will be dealt with appropriately and in liaison with relevant parties, even where they relate to a person who is not an employee;
- all concerns and allegations will be dealt with quickly, and in a fair and consistent manner that provides effective protection for the child, and at the same time, supports the person who is the subject of the allegation.

2. Scope

2.1 This Policy applies when there is a safeguarding concern or allegation in relation to employees (including the Principal), supply and agency staff, volunteers, contractors and governors.

2.2 The college expects full co-operation and participation by third-party employers/agencies in the operation of this Policy. The college will ensure that all third-party employers/agencies are notified of this policy before allowing any individuals employed by them to start work at the college.

2.3 The policy does not apply where allegations relate to any person who is no longer working at the college. Allegations against such persons, and historical allegations will be referred to the Police and Local Authority Designated Officer (LADO). The college will co-operate fully with relevant agencies in any investigations into these matters.

3. Roles and Responsibilities

3.1 It is everyone's responsibility to safeguard children and everyone has a role to play in identifying concerns, sharing information, taking prompt action and fully co-operating with this policy. All adults should make themselves aware of their responsibilities in this regard as set out in the Code of Conduct.

3.2 If anyone has any safeguarding concerns, they must report these immediately, to the Principal, or other senior leader or the Designated Safeguarding Lead ("DSL") or Deputy DSL if the Principal is unavailable, or where concerns relate to the Principal or a governor, to the Chair of Governors, or where concerns relate to the chair of governor, to the Vice Chair or where unavailable the safeguarding governor.

3.3 Whistleblowing - Where at any point an individual feels unable to raise an issue with the appropriate person set out above, for example due to the sensitivity of the issue, or feels

St Benedict's Catholic College

Allegations against adults in college policy

that their genuine concerns are not being addressed, they may refer to the Whistleblowing Policy. This policy sets out the framework for how issues can be raised confidentially internally, and/or if necessary, outside the management structure of the college to a prescribed body. For safeguarding and child protection allegations, individuals can refer to the Local Authority Designated Officer for child protection (LADO) (the Essex LADO can be contacted on 03330 139797 / LADO@essex.gov.uk) or the NSPCC who have a dedicated helpline 0800 028 0285. The line is available from 8:00 AM to 8:00 PM, Monday to Friday and email: help@nspcc.org.uk

4. Management of allegations

- 4.1 The college follows the latest statutory guidance for the management of allegations. The current guidance is contained within **Part Four** of the Government document Keeping Children Safe in Education which is updated and published online annually. The 2022 document can be found here: https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/1080047/KCSIE_2022_revised.pdf The college may also use the procedures for the management of allegations prepared by their HR support provider to support any investigation.

5. Monitoring and evaluation

- 5.1 The governing body will monitor effectiveness of this policy through its personnel committee.

6. Links to other policies

- Physical restraint of students
- Child protection / safeguarding policies
- Staff disciplinary policy
- Behaviour for learning policy