

North Nibley Church of England Primary School

Managing Allegations of Abuse Against Staff

Date of last review: **January 2018**
Policy developed by: **Teachers and Governors**
Next review date: **January 2021**

This is a STATUTORY Policy. The Full Governing Board has determined to review this policy at least once every three years. The management of this policy has been delegated to the Leadership and Management Committee.

This policy statement sets out the how the school will deal with allegations of abuse against members of staff.

The procedures described in this policy demonstrate the school's vision and Christian values in action by:

- Ensuring that pupils, staff and volunteers are treated with *respect*
- Ensuring that the Governing body have a framework within which to demonstrate *care and compassion* to all who serve at the school.
- Providing procedures that allow for allegations to be answered in a *just* and fair way,
- Enabling Governors to discharge their *responsibilities* to adults and children alike.

1. INTRODUCTION

a. The Governing Body of this school is committed to ensuring that all staff at the school should be treated in a consistent, fair and sensitive manner. This approach requires that the Governors should specify those aspects of allegations of abuse that may warrant consideration under the terms of the School's allegations of abuse against staff procedure.

2. POLICY IMPLEMENTAION

a. With regard to allegations of abuse against staff, the governors have chosen to adopt in full the model rules and procedures contained within the Department For Education publication:

Working Together to Safeguard Children, Appendix 5 (Procedures For Managing Allegations Against People Who Work With Children), and updated in "Keeping children safe in education" 2014'.

b. Where the above publication is superseded, the superseding publication is to be considered as the adopted rules and procedures.

c. On the advice of the Gloucestershire Safeguarding Children Board (GSCB) the procedures must be accessed and downloaded from the GSCB website when required, since these will always provide the very latest rules and procedures.

d. Anyone wishing to examine these procedures in detail may contact the school office.

3. THE LAW

a. As legislation is often amended and new regulations introduced, the references made in this policy may be to legislation that has been superseded. For an up to date list of legislation applying to schools, please refer to the GovernorNet website www.governornet.co.uk

Adopted (date) _____

Signed (name) _____

Chair of Governors