

# North Nibley C of E Primary School

## Allegations Management Policy

The management of allegations made against, or concerns raised in relation to teachers, including supply teachers, other staff, volunteers (including governors) and contractors

Policy status	Statutory
Committee responsible for this policy	Finance & Resources
Policy reviewed/amended	January 2022
Policy review frequency	3-Yearly
Policy due for renew	January 2025

North Nibley Church of England Voluntary Aided Primary School, formerly the William Purnell Endowed School, was founded in the Eighteenth Century to provide education for the children of North Nibley and the surrounding villages.

### ***Our Vision is to inspire and celebrate learning, achievement, faith and fun.***

Ours is a school that works in partnership with the community to enable and equip each child to live life to the full, reflecting the Christian values of our foundation.

#### **We will realise our Vision by:**

- demonstrating, as a Church school, our Christian values in action
- providing a happy, healthy and secure environment where all are respected, valued and encouraged to contribute
- encouraging participation and a love of learning by offering experiences full of opportunity and creativity
- pursuing excellence in every aspect of school life, supporting one another and celebrating the achievements of all

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

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

**A Biblical Perspective:** Proverbs 3, verse 30

“Do not accuse anyone for no reason – when they have done you no harm.”

## SAFEGUARDING STATEMENT

THIS POLICY IS PART OF OUR SUITE OF SAFEGUARDING POLICIES AND PROCEDURES.

IT MUST BE READ IN CONJUNCTION WITH THE FOLLOWING, MANY OF WHICH CAN BE FOUND ON OUR WEBSITE: [www.northnibley.gloucs.sch.uk](http://www.northnibley.gloucs.sch.uk)

- Acceptable Use of Technology & Social Media
- Allegations Management
- Anti-bullying, anti-hate and anti-radicalisation
- Attendance
- Behaviour
- Child Protection & Safeguarding Procedures (including COVID-19 measures)
- Children Missing Education
- Children who go missing during the school day
- Complaints
- Confidentiality
- Curriculum Policies - Computing and E-Safety
- Curriculum Policies - Drug Education
- Curriculum Policies – PSHE/Wellbeing
- Curriculum Policies - PE
- Curriculum Policies - Relationships and Sex Education
- Curriculum Policies - Science
- Curriculum Policies - Collective Worship
- Educational visits
- First Aid
- Health and Safety
- Intimate Care
- Keeping Children Safe in Education (Latest version)
- Medical Conditions and Support for those Unable to Attend School
- Offers of Early Help
- Physical Intervention
- Remote Teaching and Learning Policy
- Risk Assessments
- Safer Recruitment, Staff Selection and Induction
- Safer Working Practices
- Special Educational Needs and Disabilities
- Staff Code of Conduct & Staff Handbook
- Volunteer Policy and Codes of Conduct
- Whistleblowing
- Working Together to Keep Children Safe (Latest version)

“The School will fully engage in multi-agency working, in line with statutory guidance as outlined in the latest versions of “Keeping Children Safe in Education” (KCSIE), “Working Together to Safeguard Children” (Working Together) and local arrangements for child safeguarding in Gloucestershire. **Safeguarding is everyone’s responsibility.**”

## **1. INTRODUCTION**

The Governing Body of this school is committed to ensuring that all individuals at the school should be treated in a consistent, fair and sensitive manner.

“Keeping children safe in education” (‘KCSiE’) provides guidance in two sections, each covering different levels of allegation/concern:

1. Allegations that may meet the harms threshold.
2. Allegation/concerns that do not meet the harms threshold – referred to for the purposes of this guidance as ‘low level concerns’.

## **2. POLICY IMPLEMENTAION**

a. With regard to allegations of abuse, the governors have chosen to adopt in full the Allegations Management Process advised by Gloucestershire Safeguarding Children Partnership (GSCP), which have been written to comply with current statutory guidance documents from the Department for Education (DfE):

“Keeping children safe in education” (‘KCSiE’)

“Working Together to Safeguard Children” (‘Working Together’)

The GSCP process can be found here –

<https://www.gloucestershire.gov.uk/gscp/lado-allegations/>

b. On the advice of GSCP, the process must be accessed and downloaded from the GSCP website at the time it is required (rather than stored locally), since the guidance is updated regularly.

c. In the event that the GSCP process lags behind updates to KCSiE or ‘Working Together’, the DfE statutory guidance will be followed.

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. Those using the policy must refer to the up to date legislation applying to schools at the time of the allegation.