



**WHITLEIGH  
PRIMARY AND  
SIR JOHN HUNT  
FEDERATION**

Sir John Hunt



**MANAGING  
ALLEGATIONS  
OF ABUSE  
AGAINST STAFF  
& VOLUNTEERS  
POLICY**

**Adopted by Full Governors - 11<sup>th</sup> January 2012  
Updated and readopted by Full Governors - 10<sup>th</sup> December 2014  
Re Adopted Federation - 8<sup>th</sup> June 2015  
Reviewed – 21 March 2018**

**Next review: March 2021**

# **Managing Allegations of Abuse Against Staff & Volunteers Policy WHITLEIGH PRIMARY AND SIR JOHN HUNT FEDERATION**

## **POLICY STATEMENT**

This document has been adopted by the Federated Governing Body, as the procedure for the WHITLEIGH PRIMARY AND SIR JOHN HUNT FEDERATION which consists of the following partners:

Sir John Hunt Community Sports College  
Whitleigh Community Primary School

The purpose of this policy is to apply **WHITLEIGH PRIMARY AND SIR JOHN HUNT FEDERATION's** adopted managing allegations of abuse against staff and volunteers procedure in a fair and consistent manner to all employees.

## **Introduction**

*“The governing body of a maintained 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 Federated Governing Body of WHITLEIGH PRIMARY AND SIR JOHN HUNT FEDERATION 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.

## **Responsibility of the Federation**

The Federation will manage all allegations against staff and/or volunteers in accordance with the agreed South West Child Protection Procedures ([www.swcpp.org.uk](http://www.swcpp.org.uk)) and has a nominated 'Designated Person' who will liaise with the Local Authority's Designated Officer for Child Protection on all matters of concern which meet any of the following criteria:-

It appears that the person(s) has/have:

- 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 towards a child in a way that indicates he or she would pose a risk of harm if they work regularly or closely 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 Federation 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.

WHITLEIGH PRIMARY AND SIR JOHN HUNT FEDERATION 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 schools 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 Federated Governing Body**

The Federated Governing Body will appoint a nominated governor with responsibility for Child Protection who will monitor and review arrangements within the school/partner for the delivery of Child Protection and in particular arrangements are in place for managing allegations against staff and volunteers.

The nominated governor with responsibility for child protection will have a number of specific duties (full details available from [governor.development@plymouth.gov.uk](mailto:governor.development@plymouth.gov.uk)) and in particular will ensure that:-

- 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).
- They act as a point of contact for the local authority, if the Principal/Headteacher is the subject of a child protection complaint or investigation.

The Federated Governing Body will ensure that all members of staff and volunteers receive a copy of the DfE guidance document entitled "Safer Working Practices for Adults who Work with Children and Young People" and the date it is issued is recorded on staff personal files or volunteer records.

The Federated 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/partner procedures, will be actioned in accordance with agreed arrangements and protocols.

**WCPS is a rights respecting school. As a result all policies in the school adhere to the 54 articles of the rights of a child.**

# MANAGING ALLEGATIONS/CONCERNS ABOUT INDIVIDUALS WHO WORK WITH CHILDREN

HAS AN ALLEGATION OR CONCERN BEEN MADE ABOUT AN INDIVIDUAL WHO WORKS OR UNDERTAKES A VOLUNTARY ROLE WITH CHILDREN

