



## 1. MANAGING ALLEGATIONS AGAINST STAFF & VOLUNTEERS

1.1 Our aim is to provide a safe and supportive environment which secures the wellbeing and very best outcomes for the children we provide a service for. We do, however, recognise that sometimes allegations of abuse are made.

1.2 We recognise that allegations, when they occur, are distressing and difficult for all concerned. We also recognise that some allegations are genuine and that there are adults who deliberately seek to harm or abuse children.

1.3 We will take all possible steps to safeguard our children and to ensure that the adults in our organisation are safe to work with children. We will always ensure that the statutory guidance outlined by [Working Together to Safeguard Children 2018](#) and [Keeping Children Safe in Education 2019](#) are adhered to. We follow the local procedures for our area, [Chapter 7 of the London Child Protection Procedures](#) and will seek appropriate advice from the Designated Officer for the Local Authority (formerly known as LADO in previous versions of Working Together to Safeguard Children which this procedure will continue to use for ease of reference). We also abide by the EYFS Statutory framework. [https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment\\_data/file/596629/EYFS\\_STATUTORY\\_FRAMEWORK\\_2017.pdf](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/596629/EYFS_STATUTORY_FRAMEWORK_2017.pdf)

The LADO can be contacted to request a consultation or to make a referral via e-mail: [cppt.LADO@newham.gov.uk](mailto:cppt.LADO@newham.gov.uk) or [nick.pratt@newham.gov.uk](mailto:nick.pratt@newham.gov.uk) or by phone on 0203 3733803.

1.4 If an allegation is made or information is received about any member of staff (or volunteer) who works in our setting who has:

- Behaved in a way that has harmed a child, or may have harmed a child;
- Possibly committed a criminal offence against or related to a child;
- Behaved towards a child or children in a way that indicates they may pose a risk of harm to children;

The member of staff receiving the information should inform the Headteacher. This includes concerns relating to agency and supply staff and volunteers.

We will also seek consultation with the LADO where we believe that an individual has behaved in a way in their personal life that raises safeguarding concerns. These concerns do not need to directly relate to a child.

Should an allegation be made against the Headteacher, this will be reported to the Chair of Governors. In the event that the Chair of Governors is not contactable on that day and there are no other alternatives, the information must be passed to the lead Governor for Safeguarding.

**1.5** The Head Teacher or Chair of Governors will:

- Seek advice from the LADO at the earliest opportunity (at least within one working day). No member of staff will undertake further investigations before receiving advice from the LADO.
- If it is outside of normal working hours and there is an immediate risk to a child, the local authority emergency duty team for children's social care will be contacted. The LADO should be informed as soon as possible;
- An immediate risk assessment will be carried out; (this can be used to implement any interim measures in terms of the employee whilst any investigation process is in place and also further support any identified risks and appropriate actions in relation to the child along with relevant actions and timescales;

**1.6** Any member of staff or volunteer who does not feel confident to raise their concerns within the Organisation should contact the LADO directly on 0203 3733803. Further national guidance can be found at: [Advice on whistleblowing](#). The [NSPCC whistleblowing helpline](#) is also available for staff who do not feel able to raise concerns regarding child protection failures internally. Staff can call: 0800 028 0285 – this line is available from 8:00am to 8:00pm, Monday to Friday or via e-mail: [help@nspcc.org.uk](mailto:help@nspcc.org.uk).

**1.7** Rebecca Cheetham Nursery and Children Centre has a legal duty to refer to the Disclosure and Barring Service (DBS) anyone who has harmed, or poses a risk of harm, to a child, or if there is reason to believe the member of staff has committed one of a number of listed offences, and who has been removed from working (paid or unpaid) in regulated activity, or would have been removed had they not left. The DBS will consider whether to bar the person. If these circumstances arise in relation to a member of staff at our school, a referral will be made as soon as possible after the resignation or removal of the individual in accordance with advice from the LADO and/or HR.