



# TRUE LEARNING PARTNERSHIP

Statement of procedures for dealing with allegations against staff	
Policy Ref Number: TTLP/8	Reviewed by: HR and People Committee
Policy Date: March 2024	Review Date: March 2025 Unless there are operational or legislative changes that require an earlier review.

## Introduction

This statement of procedures for dealing with allegations against staff forms part of TRUE Learning's wider safeguarding strategy and commitment to promoting the welfare of the children and young people in our care and providing a safe environment in which they can learn.

We also believe that adults about whom concerns have been raised should be treated fairly and provided with appropriate support.

This statement follows the DfE statutory guidance Keeping Children Safe in Education.

## Policy Statement

Due to the serious nature of allegations of abuse against staff who work with children, all schools within The TRUE Learning Partnership (TTLP) will follow procedures to ensure allegations are listened to, investigated and responded to effectively and appropriately. The Designated Safeguarding Lead (DSL) for each school in the Trust will ensure that all staff in their school are aware of their duty to raise concerns, and are familiar with the school/Trust's key documents in relation to safeguarding.

These include;

- Child Protection and Safeguarding Policy
- Disciplinary Policy and Procedure
- Trust Code of Conduct
- Whistleblowing Policy

### **Procedures**

We recognise the possibility that adults working in the Trust may harm children. An allegation may relate to a person who works with children who has;

- Behaved in a way that has harmed a child, or may have harmed a child
- Committed a criminal offence against or related to a child
- behaved towards a child in a way that indicates they may pose a risk of harm to children
- Behaved towards a child or children in a way that indicates that they are unsuitable to work with children (This includes any behaviour that may have happened outside of school that might make the individual unsuitable to work with children. This is known as transferable risk.).

This applies regardless of whether the alleged abuse took place in school or not.

Allegations against a member of staff who is no longer working at the school/Trust should be referred to the Police.

### **Immediately reporting an allegation**

If staff have a concern that a member of staff may have behaved inappropriately, as outlined above, they must;

- Report the facts to the Head Teacher of the school without delay. If the concern is about the Head Teacher, this should be taken to the Chair of Governors and the Local Area Designated Offices (LADO). In the absence of the Head Teacher, the concern must be reported to the DSL.
- Make a signed and dated written record of their concerns, observations and information
- Maintain strict confidentiality

Staff must not;

- Attempt to deal with the situation themselves
- Make assumptions or diminish the seriousness of the behaviour or alleged incidents
- Keep the information to themselves or promise confidentiality
- Take any action that might undermine an investigation or disciplinary procedure

Staff in all schools within the Trust are aware that concerns **MUST** be reported as soon as possible. The school will seek support and advice from Children's Services or the LADO, the Chief Executive Officer (CEO) and the Trust Director of HR wherever necessary.

The school/Trust will not investigate internally until instructed by the LADO.

### **Duties and Responsibilities**

The duties and responsibilities of TRUE Learning as an employer, are described in Part 4 of Keeping Children Safe in Education.

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### **Review**

This statement will be reviewed annually in line with the individual schools' Child Protection and Safeguarding Policies.

Date of Statement:                      March 2024