

St. Joseph's Catholic Primary School

Statement of Procedures for dealing with allegations against staff, of abuse

Here at St Joseph's Catholic Primary School, we learn and grow through the love of Jesus. Our community is a safe, caring and happy place where everyone is supported and valued. We encourage and challenge everyone to achieve their full potential, spiritually, academically, morally and socially. We inspire others with a love of learning and aim for excellence in everything we do. Through our own faith, we treat one another the way we would like to be treated. We help every child to be gentle and fair: to always do their best.

'Learning through the Love of Jesus Christ'

Statement

Here at St Joseph's we are committed to giving all of our children every opportunity to achieve the highest of standards. We offer a broad and balanced curriculum and have high expectations of all the children. We expect the highest standards of behaviour from pupils and we expect our staff to be strong positive role models for the children by demonstrating the highest level of moral and ethical behaviour at all times.

St Joseph's is committed to providing a safe and secure environment for its pupils and staff. The governors and staff are committed to promoting British values, including democracy, the rule of law, individual liberty and mutual respect and tolerance of different faiths, cultures and lifestyles.

When an allegation of abuse against a member of staff is made the school follows the procedure as laid out and recommended by the Catholic Education Service.

The school has a number of policies that deal with allegations of abuse; Child Protection and Safeguarding Policy, E-safety Policy, Anti-Bullying Policy, Whistleblowing Policy, SEND Policy, Single Equality Policy and Complaints Procedure.

The school has a Complaints Procedure Statement which lays out the procedure if someone wants to make a complaint against the school or specific member of staff. This procedure uses the model laid out by the Nation Association of Head Teachers. If the matter relates to Staff Discipline, Staff Grievance, Staff Sickness or Staff capability then the school will follow the model laid down by the Catholic Education Service as members of staff are employed by the governors on CES contracts. The school abides by the statutory guidance given by the Department of Education on dealing with allegations of abuse against teachers and other staff.

The school takes all allegations made seriously and investigates them thoroughly. Any investigation will determine if the allegation is substantiated, malicious, false or unsubstantiated.

In the case of substantiated evidence the matter will be dealt with in accordance with guidance from Department of Education published in Keeping Children Safe in Education and the school's Child Protection and Safeguarding Policy.

Where the allegations are found to be malicious or false, no record of the allegations are to be kept on file and the pupil making the malicious or false allegation may be dealt with in accordance with the school's Behavior Policy or referred to the Local Authority Designated Officer (LADO).

Statutory Guidance from the Department of Education states that if the allegations are unsubstantiated a clear and comprehensive summary of the allegations, details of action that was

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taken and decisions reached, should be kept on the person's confidential personnel file, and a copy provided to the person concerned. This record should be kept for 10 years in order to provide clarification in cases where further DBS checks identify an allegation that did not result in criminal conviction and to prevent unnecessary re-investigation should the allegation re-surface at a later date.

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