



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

It is recognised that the nature of relationships between school staff and pupils may lead to allegations being made against them by colleagues, pupils or parents. Allegations may be substantiated, false, malicious or unsubstantiated.

Where an allegation is made, this must be reported to the head teacher immediately. In the case of an allegation against the head teacher, the matter should be reported to the Chair of Governors. Before taking any further action the head teacher or the Chair of Governors should seek immediate advice from the Local Authority Designated Officer (LADO) and must not interview or discuss the allegation with the employee.

The LADO will provide advice on how the allegation(s) should be managed, taking into account the nature, content and context, including the involvement of the police and/or the HR service. Seeking advice on the next actions at this stage is critical as it may be important for information not to be shared with the employee. The LADO will guide head teachers through these important initial stages liaising as required with the Police and Social Care colleagues.

For more information refer to the School Disciplinary Procedure – Part 2 Managing allegations of child abuse against school staff.

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