



Reviewed by Teaching and Learning Committee - October 2022

Torquay Boys' Grammar School is committed to providing the highest level of care for both its students and its staff. It is extremely important that any allegations of abuse against a teacher, any other member of staff, volunteer or contractor in our School is dealt with thoroughly and efficiently, maintaining the highest level of protection for the child whilst also giving support to the person who is the subject of the allegation.

Our policy is in line with legislation and statutory guidance including, but not limited to, the following:

The Children Act 1989 & 2004

The Education Act 2002

The Data Protection Act 1998

Working Together to Safeguard Children: A guide to inter-agency working to safeguard and promote the welfare of children (HM Government 2015).

Dealing with allegations of abuse against teachers and other staff: Guidance for local authorities, Headteachers, school staff, governing bodies and proprietors of independent schools. DfE October 2012.

Keeping Children Safe in Education (Department of Education 2022).

This policy is designed to ensure that all staff, students and parents or carers are aware of the procedure for the investigation of allegations of abuse in order that all complaints are dealt with consistently, and as efficiently as possible.

We hope that having a clear policy outlined will help students



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Behaved in a way that has harmed a child, or may have harmed a child, and/or
Possibly committed a criminal offence against or related to a child, and/or
Behaved towards a child or children in a way that indicates he or she may pose a risk
of harm to children, and/or
Behaved or may have behaved in a way that indicates they may not be suitable to
work with children – this includes behaviour taking place both inside and outside of
school

Our [redacted] outlines what it means to harm a child.

The procedure for managing allegations of abuse against teachers and other staff follows
statutory guidance set out in 'Keeping Children Safe in Education (2022)'.
[redacted]

All concerns of poor practice or possible child abuse by staff should be reported immediately
to the Headteacher.

Complaints about the Headteacher



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The LADO and the Headteacher will discuss the nature, content and context of the allegation



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Torquay Boys' Grammar School has a duty of care to its employees and will do everything to minimise the stress of any allegations and the disciplinary process.

The School will provide the employee with a named contact if they are suspended. It is essential that any allegation of abuse made against a teacher or staff member is investigated.

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whatever form, which is addressed to the public at large or any section of the public'. This means that a parent who, for example, published details of the allegation on a social networking site would be in breach of the reporting restrictions (if what was published could lead to the identification of the teacher by members of the public).

No information will be given to the media.

The School will not suspend a member of staff without serious consideration. The School will not suspend a member of staff automatically when allegation has been made. Typically, suspension will only be considered in cases where there is cause to suspect a child or other children at the School are at risk of harm or the case is so serious that it might be grounds for dismissal.

The power to suspend is vested in the Headteacher or the Governing Board.

Depending on the nature of the case, it may be possible that alternative arrangements are made so that the individual can continue working, but is removed from the student making the allegation. This may take the following forms:

- redeployment within the School so that the individual does not have direct contact with the child or children concerned;
- providing an assistant to be present when the individual has contact with children;
- redeploying to alternative work in the School so the individual does not have unsupervised access to children;
- moving the child or children to classes where they will not come into contact with the member of staff, making it clear that this is not a punishment and parents have been consulted;

A suspension may be decided upon if it is deemed that the child or other children may be at significant risk of harm, or if the nature of the case warrants a criminal investigation, or where the concern is so serious that it would result in immediate dismissal. The Headteacher (or in the case of allegation against the Headteacher the Governing Board) holds the power to suspend an employee but will be advised by the Police and or Social Care whether or not a suspension is necessary. Police involvement does not make it mandatory to suspend a member of staff; this decision should be taken on a case-by-case basis having undertaken a risk assessment.

The professional reputational damage that can arise from suspension where an allegation is later found to be unsubstantiated, unfounded or malicious must be considered. It may be that the result that would be achieved by suspension could be obtained by alternative arrangements, for example, redeployment. Where it is deemed that a suspension is appropriate, the employee will receive written confirmation within one working day and will be informed of the reason for the suspension. The person should be informed at the point of



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their suspension who their named contact is within the organisation and be provided with their contact details.



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If an allegation is determined to be unsubstantiated or malicious, the LADO should refer the matter to the Children's Social Care Services to determine whether the child concerned is in need of support services, or may have been abused by someone else.

_____ should not be included in employer references. A history of repeated concerns or allegations which have all been found to be false, unsubstantiated or malicious should also not be included in any reference.

_____, the Headteacher may refer to Social Services to determine whether the child needs of further support, or to help to understand if they are being abused elsewhere.



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The term 'low-level' concern is any concern, no matter how small, that an adult working in or on behalf of the school may have acted in a way that:

- Is inconsistent with the staff code of conduct, including inappropriate conduct outside of work,
- Does not meet the allegations threshold or is otherwise not considered serious enough to consider a referral to the designated officer at the local authority

Examples of such behaviour could include, but are not limited to:

- Being overly friendly with children
- Having favourites
- Taking photographs of children on their mobile phone
- Engaging with a child on a one-to-one basis in a secluded area or behind a closed door
- Using inappropriate sexualised, intimidating or offensive language

We recognise the importance of creating a culture of openness, trust and transparency to encourage all staff to share low-level concerns so that they can be addressed appropriately.

We will create this culture through staff training and by:

- Ensuring staff are clear about what appropriate behaviour is, and are confident in distinguishing expected and appropriate behaviour from concerning, problematic or inappropriate behaviour, in themselves and others
- Empowering staff to share any low-level concerns as per policy
- Empowering staff to self-refer
- Addressing unprofessional behaviour and supporting the individual to correct it at an early stage
- Providing a responsive, sensitive and proportionate handling of such concerns when they are raised
- Helping to identify any weakness in the school's safeguarding system

If the concern is raised via a third party, the headteacher will collect evidence where necessary by speaking:

- Directly to the person who raised the concern, unless it has been raised anonymously
- To the individual involved and any witnesses

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access to appropriate medical care or treatment. It may also include neglect of, or unresponsiveness to, a child's basic emotional needs.

Those working with children and young people should understand that they are in positions of power and trust in relation to these groups. There is potential for exploitation and harm to children and young people, and employees have a responsibility to ensure that an unequal balance of power is not used for personal



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Those who will be told of the allegation and likely course of action include you, the student concerned, his/her parent, the person making the allegation, your manager, the Headteacher, the LADO and the investigating agencies as above.

If you are suspended, those persons likely to be on a disciplinary panel, if convened, will be given limited information so any future disciplinary process is not prejudiced. If the matter becomes common knowledge, it may be necessary to issue a brief statement, agreed by the agencies concerned, to parents, students and the public.