

## Managing Allegations of abuse against Staff & Volunteers in Schools

### Document Status

Date of c Creation/review	Reason for review	Date of next review	Reviewer/Approval Body
Sept 2018			Trustees SILG FRAR LGB LGB-Finance CEO Headteacher
Summer 2022	YEAT Policy Cycle	Summer 2025	

Headteacher/Chair of Governors must report all allegations against staff and volunteers to the **LADO (Local Authority Designated Officer)**.

### Initial Action

- The person who has received an allegation or witnessed an event will immediately inform the headteacher and make a record.
- In the event that an allegation is made against the headteacher the matter will be reported to the Chair of Governors and CEO who will proceed as the 'headteacher'.
- The headteacher will take steps, where necessary, to secure the immediate safety of children and any urgent medical needs.
- The member of staff will not be approached at this stage unless it is necessary to address the **immediate** safety of children.
- The headteacher may need to clarify any information regarding the allegation, however no person will be formally interviewed or asked to give a formal statement at this stage.
- The headteacher will consult with Education LADO (see below) in order to determine if it is appropriate for the allegation to be dealt with by school or if there needs to be a meeting with social care and/or the police to consider if they should undertake an investigation.
- Consideration will be given throughout to the support and information needs of pupils, parents and staff.
- The Headteacher will inform the Chair of Governors of any allegation.
- The Headteacher will inform the CEO of any allegation.

### Local Authority Designated Officers (LADOs)

**Hambleton / Richmond / Coast**

**Karen Lewis**

Tel: 01609 534200

Mobile: 07715 540711

**Julie Kaye**

Tel: 01609 532508

Mobile: 07814 533363

**Craven / Harrogate / Selby**

**Rosemary Cannell**

Tel: 01609 534974

Mobile: 07715 0540723

**Susan Crawford**

Tel: 01609 532152

Mobile: 07813 005161