

# Allegations Policy

## Safeguarding concerns and allegations made about staff, supply staff, contractors and volunteers

This policy is effective in all Academies within the Learning without Limits Academy Trust and the Trust Central Team.

Associated Policies:	
Child Protection and Safeguarding Policy	Online Safety Policy
Complaints Policy	Social Media Policy
Data Retention Policy	Staff Behaviour Policy (Code of Conduct)
Disciplinary Procedure	Staff Expectations Policy
Grievance Procedure	Whistleblowing Policy



## **1. Introduction**

- 1.1. The Trust takes the safeguarding of its pupils very seriously and we recognise that it is extremely important that safeguarding concerns are



purposes of running activities for children, the Principal will inform the LADO in accordance with paragraph 3.7 of this policy.

#### **4. Investing an Allegation**

- 4.1. An investigation into the allegation should normally be undertaken by a senior member of staff at an Academy or at the Trust. Where no suitable staff are available or the nature or complexity of the allegation requires it, the Academy or Trust may appoint an independent investigator.
- 4.2. When determining the outcome of an investigation Part 4 of Keeping Children Safe in Education 2023 states that the following definitions should be used when determining the outcome of the investigation:
  - 4.2.1. **Substantiated:** there is sufficient evidence to prove the allegation.
  - 4.2.2. **Malicious:** there is sufficient evidence to disprove the allegation and there has been a deliberate act to deceive or cause harm to the person subject to the allegation.
  - 4.2.3. **False**

- 5.2.1. The Trust has a duty of care to its employees and will act to minimise the stress inherent in the investigation process.
- 5.2.2. The person who is the subject of the allegation will be informed as soon as possible, usually after the initial discussion with the LADO. The person will be advised of the likely course of action unless the police or children's social care raise an objection. In those circumstances the Academy will work with children's social care and the police to agree what information can be disclosed and when.
- 5.2.3. The CEO/Principal/Chair of Trustees/Chair of Governors (as appropriate) will appoint a named representative to keep the person who is the subject of the allegation informed of the progress of the case and up to date on other school related matters. CEO/Principal/Chair of Trustees/Chair of Governors (as appropriate) will also consider what other support may be appropriate for the individual. The Academy/Trust will advise the individual to contact their trade union representative or a colleague for support. They may also be given access to support services provided by the Trust.
- 5.2.4. The person who is the subject of the allegation will be advised to contact their trade union representative, or a colleague for support.
- 5.2.5.

## 6.5. The Trust





## **Part Two:**

### **14. Managing Low Level Concerns**

14.1. This part of the policy will be followed when dealing with low level concerns raised in

- 16.2. To minimise and hopefully eradicate the risk of those opportunities being missed, it is critical that staff understand their role in identifying and reporting low level concerns.
- 16.3. All staff are encouraged to immediately report low level safeguarding concerns as defined in this policy so that the identified behaviours can be investigated and managed appropriately.
- 16.4. All low level concerns in relation to staff, supply staff, contractors

