



Allegations of abuse against staff
For
The Beckmead Trust

Name of Policy	Allegations of abuse against staff
Policy Level	Trust
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Author	Board of Trustees
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Signature	Jonty Clark
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1. Introduction

Schools have clear responsibilities for dealing with allegations of abuse of children made against their staff, whether those staff are paid or unpaid

The guidance entitled 'Keeping children safe in education' came into force in April 2014, and applies under Section 175 of the Education Act 2002, the Education (Independent School Standards (England) Regulations 2010 as amended by SI 2012/2962 and the Education (Non-Maintained Special schools) (England) Regulations 2011. Schools must have regard to it when carrying out their duties to safeguard and promote the welfare of children.

2. Procedure for handling allegations of abuse

Schools should follow the Local Safeguarding Board 'Allegations against persons who work with children' procedure (Section 8.3 of the NSCB policies and procedures manual on the NSCB website) when allegations or concerns of abuse are identified.

3. HR support

At appropriate stages in the process for dealing with allegations of abuse, support can be obtained from the HR services commissioned by The Beckmead Trust, particularly during any internal investigation stage and, if there appears to be foundation to the allegations, through the disciplinary process, schools must involve their allocated HR Consultant to ensure that the various procedures are adhered to and that the rights of staff are recognised and met.

4. Links with other policies

This policy links to the following policies and procedures:

- Child protection policy.