



St Edmund's Catholic Primary School

'Together we learn and grow through worship and celebration'

Allegations of Abuse against Staff

Committee responsible for policy	Community
Approved by Committee/ FGB	December 2022
Statutory/Non-statutory	STATUTORY
Frequency of Review	Annually
Date of last review	November 2021
Date of next review	December 2023
Purpose of policy	If an allegation of abuse is made against a member of staff, immediate consultation is required with the LAs Area Designated Officer (Safeguarding) who fulfils the operational LADO function as outlined in <i>Working Together to Safeguard Children (2013)</i> .
Consultation	Diocese of Westminster Education Service
Links to other policies	Child Protection and Safety Disciplinary Complaints Appraisal

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Dealing with Allegations of Abuse against Staff

St Edmund's School is founded on faith in Jesus Christ and the life of the school community is centred on His presence.

Rationale

This policy document provides a framework for the creation of a happy, secure and orderly environment in which children at St Edmund's can learn and develop as caring and responsible people, as outlined in the School's Mission Statement. It is written for all members of the school community to allow each one to understand the policy of the school and to apply it consistently and fairly.

St Edmund's Catholic Primary School takes its responsibility of care for its students seriously and fully endorses the principles and practice of Every Child Matters. We recognise that any possibility that a member of staff may have hurt a student must be investigated thoroughly, but in a way that does not prejudice either the student or the member of staff. Any investigation of an allegation of abuse against a member of staff must follow the objective, professional standards and procedures found in:

[Keeping Children Safe in Education 2022](#)

Allegations of abuse against staff should not be dealt with under the school's general complaints procedure.

The allegations of abuse by staff against another member of staff will be dealt with via the school's Disciplinary Policy.