

## **Allegations Against Members of Staff**

Should a staff member find themselves in a situation whereby a safeguarding concern and allegation of abuse has been made against them, they should contact the headteacher. It's crucial that they do not discuss the allegation with other staff or approach the student, as this can prevent potential misunderstandings and ensure the safety of all parties involved. The headteacher will consult the document: '[Dealing with allegations of abuse against teachers and other staff](#)' and contact the LADO Local Authority Designated Officer (the DSO holds contact details).

Should the safeguarding concern and allegation be against the DSO or Headteacher, then the member of staff who makes the allegation must contact the LADO in the first instance.

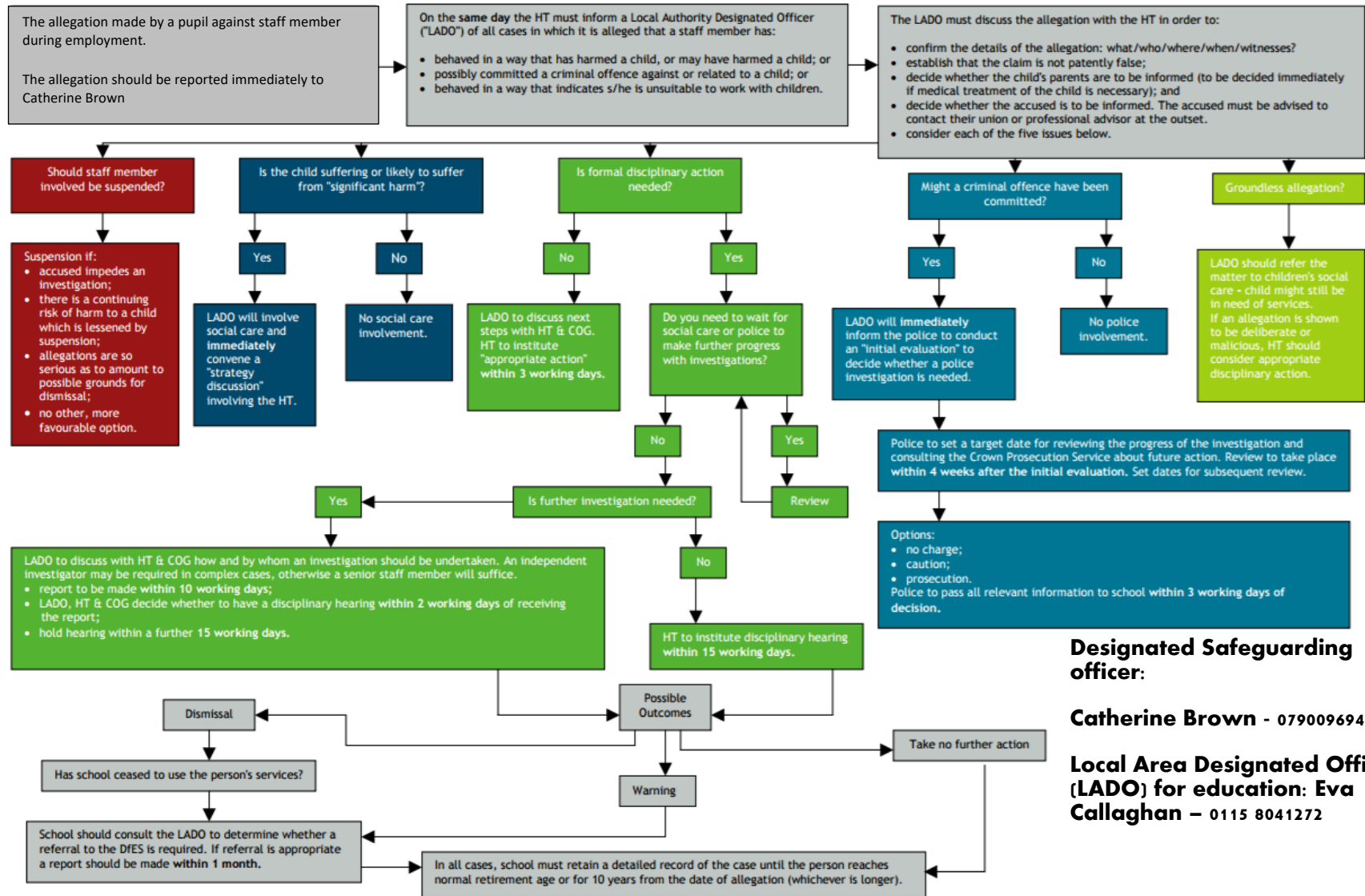
Safeguarding concerns and allegations made against staff by other staff, parents, professionals and other adults of a safeguarding nature should be brought to the attention of the headteacher, who will then speak with leadership and contact the LADO.

Staff should feel that awareness of these potentially serious issues is separate from developing positive relationships with students or spoiling the enjoyment derived from the challenge and pleasure of working with them. Incidents of abuse, safeguarding concerns, and allegations against staff are rare. Staff should feel confident that they know the correct procedure and how Vibrance will support them if involved in a Safeguarding issue. It's crucial to remember that vigilance is essential, and the safeguarding and welfare of students is paramount.

Education must work with other agencies to investigate when those who have worked/are working at the setting have "behaved or may have behaved in a way that indicates they may not be suitable to work with children."

All allegations, without exception, should be passed on to children's services (MASH). This ensures that all necessary steps are taken to address the issue and protect the welfare of the students.

## Safeguarding Children in Education: Dealing With Allegations of Abuse Against Teachers and Other Staff: Flowchart Summary



**Designated Safeguarding officer:**

**Catherine Brown - 07900969421**

**Local Area Designated Officer (LADO) for education: Eva Callaghan – 0115 8041272**