



## **ALLEGATIONS AGAINST STAFF POLICY FOR RUSH COMMON SCHOOL**

### **Introduction**

In this policy as in all documents of Rush Common Academy Trust (“RCAT”) any reference to Governors of Rush Common School or Trustees of Rush Common Academy Trust is a reference to the Board of Directors of RCAT and any reference to the Headteacher of Rush Common School is a reference to the Chief Executive Officer of RCAT.

### **Policy Statement**

1. Rush Common School believes that the child’s welfare is paramount. The Board of Directors and Headteacher have a vital duty to look after the wellbeing of staff.
2. Circumstances may arise where a young person or their parents wish to make an allegation about a member of staff. ‘Allegation’ in this policy document refers to those relating to behaviour which may fall into the category of child protection, inappropriate behaviour or emotional abuse of a chronic nature. (Other complaints, such as those relating to a teaching and learning issue, will be dealt with under the schools complaints procedure.)
3. We recognise that circumstances surrounding an allegation, are extremely stressful for all parties. It is our policy to deal with allegations in a clear, structured manner using a procedure that is professional and impartial.
4. The Board of Directors has agreed that in all circumstances where an allegation has been made against a member of staff (whether teaching or non teaching staff member), the School will follow all the procedures **set out in Dealing with Allegations of Abuse against Teachers and other Staff (DfE)** and ***Allegations made against staff and volunteers working with children (Oxfordshire County Council April 2015)***. These procedures are attached at Appendix 1.

### **Monitoring the effectiveness of this policy**

In accordance with the OCC guidance (Appendix 1), the Headteacher or the Chair of Board of Directors as appropriate, working closely with the Local Authority Designated Officer ( LADO) and school safeguarding team, will monitor allegations and ensure that the Policy is being adhered to. Records will be kept as laid out in the OCC guidance.

## **Review of this policy**

The Board of Directors, through its Pupil Support and Welfare Committee, review the Policy every three years. It may however review the Policy earlier than this if the government produces new regulations, or if it receives recommendations on how the Policy might be improved.

**Approved by the Pupil Support and Welfare Committee of the Board of Directors of RCAT  
on 9<sup>th</sup> June 2015**

**Signed:** A Lane (Chair of Board of Directors)

**Signed:** L Youngman (Headteacher)

**Date for Review: May 2018**

## Appendix 1

The documents referred to in this policy can be read by following the instructions below:

Please highlight the document you wish to open, then use control and left click to enter these documents.

[Dealing with allegations of abuse against teachers and other staff.pdf](#)