



ALL SAINTS UPTON CE PRIMARY SCHOOL
POLICY FOR ALLEGATIONS AGAINST ADULTS

Adopted _____

Review annually at Autumn Safeguarding and Inclusion Committee Meeting

2016 Signed..... chair/vice-chair

2018 Signed..... chair/vice-chair

2020 Signed..... chair/vice-chair



Allegations Against Adults Policy

All Saints Upton considers the safety of its children to be paramount and will take seriously any allegation made against an adult within our school community.

All adults working with children should need to be vigilant as to their own behaviour and that of their colleagues; they are advised to take care not to put themselves or children into vulnerable positions.

If anyone makes an allegation that any member of staff (including any volunteer or Governor) may have:

- Committed an offence against a child
- Placed a child at risk of significant harm
- Behaved in a way that calls into question their suitability to work with children

They must report the matter at once to the Head teacher. If an allegation is against the Head teacher, then the matter should be reported to the Chair of Governors.

The Head teacher or Chair of Governors will on such occasions discuss the content of the allegation with the Safeguarding in Education Development Officer, or if unavailable the Local Authority Designated Officer (LADO) and allegations against adults procedures will be followed.

(For further information see Appendix 11 in Halton Safeguarding Children Board Procedures to safeguard and promote the welfare of children).

School will adopt and work to safer recruitment practices in order to deter anyone who may be attempting to work with children in order to abuse them. However there is no alternative to ongoing vigilance and the reporting of concerns regarding the practice and behaviour of colleagues.

This policy has been considered under the Equalities Act 2010, giving due regard to the three principles;

- *Eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under this act;*
- *Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;*
- *Foster good relations between persons who share a relevant protected characteristic, and persons who do not share it.*

We are committed to:

Eliminating discrimination and harassment
Promoting equality of opportunity
Promoting good relations and positive attitudes towards all people
Encouraging participation in public life.

Our commitment covers equality on grounds of: age, disability, gender (including Trans-gender), race, religion/belief and sexual orientation

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