

## Statement of procedures for dealing with allegations of abuse against staff

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This Statement of Procedure follows the DfE Statutory Guidance Keeping Children Safe in Education Part four: Allegations made against/concerns raised in relation to teachers and other staff.

- It is about managing cases of allegations that might indicate that a person is unsuitable to continue to work with children in their present position, or in any capacity. It will be used in respect of all cases where it is alleged that an employee or volunteer, or a person with permission to be on the premises or carrying out any activity on behalf of The Trust has;
  - Behaved in a way that has harmed a child, or may have harmed a child
  - Possibly committed a criminal offence against or related to a child
  - Behaved towards a child or children in a way that indicates they would pose a risk of harm to children, or
  - Behaved or may have behaved in a way that indicates they may not be suitable to work with children
- This will include allegations involving any type of abuse or neglect, including inappropriate relationships with pupils, grooming behaviour of any kind, possession of indecent photographs or images of children and other offences under the Sexual Offences Act 2003.
- Any allegation of abuse will be dealt with as quickly as possible, in a fair, consistent and thorough way that provides effective protection for the child or children and at the same time deals fairly with the person who is the subject of the allegation

**Date first adopted:** November 2023

**Review date:** Annually

**Last Reviewed:** July 2023

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### Key staff involved in the policy

Role	Name(s)
Headteacher	A. Bell
Business Manager	D. Coates

- Please see the Eden Learning Trust Staff Policy Handbook