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EUROPA SCHOOL UK ALLEGATIONS AGAINST STAFF POLICY

Version and Date		Action/Notes
V1.0	WOL October 2018	
V2.0	July 2021	Reviewed
V3.0	July 2022	added updated link to OCC document
V4.0	July 2023	
V5.0	July 2024	Reviewed
V6.0	July 2025	
V7.0	July 2026	Updated links to KCSIE 2026 and LADO
Review Date July 2027		This document should be reviewed annually or more frequently if DfE or OCC guidance requires it.

Policy Statement

1. Europa School UK believes that the child's welfare is paramount. The Governing Body and the Principal has 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 school's complaints procedure.)

Where someone is not employed by the school, the school shares safeguarding responsibilities with the employment agency or business. Schools and colleges remain responsible for gathering the facts and managing the safeguarding process, while working closely with the employment agency or business, which will usually lead on any disciplinary action.

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 Governors 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 by the Local Area Designated Officer LADO and KCSIE 2025.

[Keeping children safe in education 2026](#)

[Local Authority Designated Officer \(LADO\) - Oxfordshire Safeguarding Children Partnership](#)

Monitoring the effectiveness of this policy

In accordance with the OCC guidance, the Principal 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 Governing Body will review the Policy annually. 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.

Links to OCC

<http://schools.oxfordshire.gov.uk/cms/content/safeguarding>