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Statement of procedures for dealing with allegations of abuse against staff

Version and Date		Action/Notes
V1	August 2019	
V2	June 2022	updated references to KCSIE
Review Date August 2025		Review frequency: Every three years and publish information annually (see below)

1. Introduction

This Statement of Procedures follows the DfE Statutory Guidance **Keeping children safe in education March 2021 Part four: Allegations of abuse made against 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 Europa School UK 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 he or she would pose a risk of harm if they work regularly or closely 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.

2. Communicating the Procedures

All members of the Leadership Team and the designated safeguarding lead with responsibility for child protection have a responsibility to ensure that all staff know about and understand paragraph 3 below.

In accordance with the DfE Statutory Guidance, all staff should also read the schools Child Protection and Safeguarding Policy 2021.

All members of the Leadership Team and the designated safeguarding lead have a responsibility to be familiar with the Statutory Guidance in its entirety.

3. Immediately Reporting an Allegation

Everyone who comes into contact with children and their families has a role to play in safeguarding children. If you have a concern that a person (as described in paragraph 1. above) may have behaved inappropriately or you have received information that may constitute an allegation **you must:**

- Report the facts to the Principal as soon as possible. All concerns will be listened to and managed appropriately; do not withhold information however trivial it may seem.
- In the absence of the Principal you must report the matter to the most senior person available who will carry out the Principal duties in his/her absence. If the allegation concerns the Principal then the matter must be reported to the Chair of Governors.
- Make a signed and dated written record of your concerns, observations or the information you have received and give it to the Principal straight away.
- Maintain strict confidentiality.

You must not:

- Attempt to deal with the situation yourself.
- Make assumptions, offer alternative explanations or diminish or embellish the seriousness of the behaviour or alleged incidents.
- Keep the information to yourself or promise confidentiality.
- Take any action that might undermine any investigation or disciplinary procedure, such as disclosing confidential information, interviewing the alleged victim or potential witnesses, or informing the alleged perpetrator or parents/carers.

4. Duties and Responsibilities of the Principal

The duties and responsibilities of the Principal are as described in Keeping children safe in education March 2021 Part four: Allegations of abuse against teachers and other staff which is available through links with EPM and held by the Principal.

The contact details for the Designated Officer for Safeguarding are: Sarah Kynoch (s.kynoch@europaschool.uk) or, if Sarah is unavailable, Lynn Wood (l.wood@europaschool.uk).