



Carr Green Primary School

Process for Dealing with Allegations Against Adults

If an allegation is made, or a concern is raised, regarding the conduct of teacher, member of staff or volunteer, this should be reported directly to the Head Teacher (or, in their absence, the Deputy Head).

If the allegation or concern relates to the conduct of the Head then this should be reported to the Chair of Governors.

The Head or Chair of Governors will liaise with Safeguarding Consultant (Learning Services) or Local Authority Designated Officer (LADO)

The purpose of the **initial discussion** is to consider the nature, content and context of the allegation/ concern and agree a **course of action**.



This sharing of information may lead to the decision that no further action is taken and matters left with the school to decide how best to proceed e.g. further training, support or advice.



In other cases the discussion will focus on agreeing a course of action including the need to hold a strategy meeting under Calderdale Safeguarding Children Board procedures and consider whether suspension is appropriate. The LADO will also canvass the views of police and Care Services personnel.

Agreeing Next Actions

Multi-agency investigation into the allegations/concerns which may involve police, Care Services, School and other relevant agencies and professionals.

Further action by the Employer will **always** be required in circumstances whereby:-

- The Strategy meeting concluded that disciplinary action should be considered by the employer
- The Crown Prosecution Services (CPS) has determined that a charge or prosecution may not be appropriate
- Following the conclusion of legal proceedings

Disciplinary Investigation: the decision to instigate disciplinary procedures will be based on upon the nature and seriousness of the behaviour. An investigation officer will be identified and the LADO will retain overall responsibility to monitor the progress of the investigation and provide advice and support

when required or requested. Likewise the Safeguarding Consultant will continue to support the school in concluding matters as appropriate.

Possible outcomes

