

Allegations against Staff Policy



Unfortunately, child abuse does occasionally take place in day care settings, so we have introduced this separate policy to remind staff of the measures that can be taken to reduce the risk of any allegations being made against them or another member of staff. It also contains the procedure, which will be undertaken if an allegation is made against a member of staff. This complies with both the Early Years Foundation Stage (2017) and Kent Safeguarding Children Board Procedures.

How we can protect ourselves?

- If a child sustains an injury whilst in our care, we will record it in the accident/incident book
- as soon as possible. When the child is collected, we will inform whoever picks the child up about the injury and ensure that they also sign the accident/incident book.
- If a child arrives with an injury sustained elsewhere we will ask for an explanation and again record this in the existing incident book and ask whoever has brought in the child to sign the record.
- We will ensure that all staff undertake regular child protection training.
- We will ensure that all parents understand our role and responsibility in child protection. Within the nursery this will be given to parents in writing within the prospectus before the child begins to attend Mereworth Pre-School.
- Our behavioural management policy states that no physical sanctions will be used and we will ensure that everyone complies with it in all rooms within the setting.
- We will try to avoid situations where an adult is left alone in a room with a child. If this does occur, we will make sure that the door is left open and there are other people around.
- We will avoid engaging in rough physical play with children - as this may be misconstrued and could cause accidental injury to a child.
- We will avoid doing things of a personal nature for children that they can do for themselves.
- We will take up references, including one from the candidate's last employer, and will always question any gaps in employment history.
- We will encourage an open door ethos, to enable staff to talk to senior managers if they have concerns about the conduct of any of their colleagues.



What happens if an allegation of abuse is made against a member of staff in the Setting?

If anyone makes an allegation of abuse against a member of our staff, (*Jackie Moffat*) will be informed immediately and will contact:

Local Authority Designated Officer (LADO) on 03000 410 888

- **LADO** will assess whether the allegation reaches the threshold for referral to Police/Children's Specialist Services and advise accordingly regarding further action to be taken in respect of the child and the member of staff.
- Then Jackie Moffat will complete the form for recording allegations or complaints made against staff.
- Then Jackie Moffat will not discuss the allegation with the member of staff concerned, unless advised to do so by Children's Specialist Services.
- **All staff need to be aware that it is a disciplinary offence not to report concerns about the conduct of a colleague that could place a child at risk. When in doubt – consult.**

If Children's Specialist Services and/or the police decide to carry out an investigation, **it may be possible that we will be advised to suspend the member of staff, whilst enquiries are carried out.** The Mereworth Pre-School could also invoke their disciplinary procedure.

We will not carry out an investigation ourselves **unless** Children's Specialist Services and the Police decide it is not necessary for them to do so. We understand that Ofsted may wish to undertake further investigations in some circumstances.

Always remember;

The welfare of the child is Paramount
Guidance for managers completing Checklist for handling and recording allegations or complaints of abuse made against a member of staff regarding a child/children in their care.

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1. Record the name and position of member of staff against whom the allegation or complaint has been made.
2. Verbal complaints should be backed up in writing by the complainant if appropriate; some may require immediate action that does not allow time for this to happen.
3. It is important to identify who made the complaint and whether it was received first hand or is a concern that is passed on from somebody else. If this is the case it is better that you receive the information first hand. If a parent, carer or a member of staff at the Mereworth Pre-School makes a complaint against you it must be passed immediately to your line manager.
4. Record the full name, age and date of birth of the child.
5. The address recorded should be the address at which the child lives with the main carer.
6. If there are one or more alleged incidents, be specific as possible about dates that they are alleged to have happened.
7. Check the attendance register/ diary of work to see if the child was present/seen on that day and the shift patterns of the staff member involved to see if they were working at that time. This will confirm the likelihood of the incident having taken place.
8. If you have received the complaint in writing attach it to the checklist. You can then summarise it on the form.
9. Any other information should be factual. It will be helpful if you can confirm things such as the level of contact that the staff member has with the child and any other minor concerns that may have been raised previously. **Do not attempt to investigate the complaint yourself unless the LADO has handed back this responsibility to the employer.**
10. Remember that if an allegation of abuse is made against a member of our staff you must inform the Jackie Moffat who will contact the **LADO** for further advice.
11. **Ofsted must be informed** if an allegation is made against a member of our staff, even if the **LADO** decides no further action is required. Ofsted may do their own investigation to ensure that registration requirements are being met.
12. Make a note of any actions the **LADO** or Ofsted advise you to take and the date or times at which you implemented them.
13. **If the allegation is against Jackie Moffat then you should speak to Jenny Thompson who will follow the procedures above.**

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Checklist for handling and recording allegations or complaints of abuse made against a member of staff regarding a child/children in their care

1. Name and position of staff who is the subject of allegations/complaint:

2. Is the complaint: Written or verbal? (delete as necessary)

3. Complaint made by: _____ Relationship to child _____

4. Name of child _____ Age and date of birth _____

5. Parent's/carers name(s) and address

6. Date of alleged incident/s _____

7. Did the child attend on this/these date/s: _____

8. Nature of complaint (if received in writing see guidance)

9. Other relevant information (continue on a separate sheet if needed):

10. Children's Specialist Services _____

11. Ofsted contacted at (date and time) _____

12. Further actions advised by Children's Specialist Services and Ofsted

Your name and position _____

Signature _____ Today's date and time _____

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County Local Authority Designated Officer Contacts

The County LADO Service deals with allegations against staff who work with children either in education or the wider children’s workforce

If you need to speak to the LADO Service regarding an **allegation** against a member of staff, **please make contact with one of the Contact & Referral Officers on the number below or complete a referral form.** Your details will be taken and passed to the LADO on duty that day. The same LADO will support you through the process until the matter has been resolved. Please note that the LADO service no longer works on an area basis.

County LADO Service contact number: 03000 410 888
Email: kentchildrenslado@kent.gov.uk

Kroner House

<p>Ali Watling County LADO Manager</p>	<p>Contact & Referral Officer & PA to LADO Manager Emma Cumberbatch</p> <p>Contact & Referral Officer Sara Blenkinsop (on secondment)</p> <p>Anita Kerney - Locum</p>
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<p>Marie Jackson LADO</p>	<p>Hollie Priestley LADO – Maternity leave 01.01-31.08.2020</p>
<p>Sarah Crann LADO</p>	<p>Alexa Andrews LADO</p>
<p>Susannah Burden LADO</p>	<p>Mary Oni LADO - Locum</p>

Link to Referral form: <https://www.kscb.org.uk/procedures/local-authority-designated-officer-lado>

If a call is urgent i.e. **a child is in immediate danger and requires safeguarding** call through to the **Front Door on: 03000 41 11 11**

Urgent child protection issues outside of office hours: Call **Out of Hours** on: 03000 41 91 91

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Date of Policy:	January 2020
Date to be reviewed:	January 2022
Signed by the Manager:	
Signed by the Committee:	
Name of signatory:	
Role of signatory:	

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Name	Sign	Date
Jenny Thompson		
Claire Dolley		
Andrea Burghardt		
Jackie Moffat		
Valerie Bell		
Cristina Brown		
Hayley Bull		
Sue Allen		
Celia Jeffrey - Admin		
Lisa Barker - Admin		