

MANAGING ALLEGATIONS AGAINST STAFF & VOLUNTEERS

(Procedures adopted from section 11 Of Rotherham Local Authority Whole School Policy for Safeguarding - incorporating Child Protection)

11.1 Our aim is to provide a safe and supportive environment which secures the well being and very best outcomes for the children at our club. We do recognise that sometimes the behaviour of adults may lead to an allegation of abuse being made.

11.2 Allegations sometimes arise from a differing understanding of the same event, but when they occur they are distressing and difficult for all concerned. We also recognise that many allegations are genuine and there are some adults who deliberately seek to harm or abuse children.

11.3 We will take all possible steps to safeguard our children and to ensure that the adults in our club are safe to work with children. We will always ensure that the procedures outlined in *Rotherham Local Safeguarding Children Board Child Protection Procedures: Chapter 3* and Part 4 of [‘Keeping Children Safe in Education’](#), DfE (2014) are adhered to and will seek appropriate advice from the Local Authority Designated Officer (LADO), who can be contacted on 01709 823 914

11.4 If an allegation is made or information is received about an adult who works in our setting which indicates that they may be unsuitable to work with children, the member of staff receiving the information should inform the Safeguarding officer immediately. Should an allegation be made against the safeguarding officer, this will be reported to the manager or owner. In the event that the safeguarding officer or Manager is not contactable on that day, the information must be passed to and dealt with by either the member of staff acting as deputy manager.

11.5 The safeguarding officer or manager will seek advice from the LADO within one working day. No member of staff or the managers will undertake further investigations before receiving advice from the LADO.

11.6 Any member of staff or volunteer who does not feel confident to raise their concerns with the managers should contact the LADO directly on 01709 823 914

11.7 The club has a legal duty to refer to the Disclosure and Barring Service anyone who has harmed, or poses a risk of harm, to a child, or if there is reason to believe the member of staff has committed one of a number of listed offences, and who has been removed from working (paid or unpaid) in regulated activity, or would have been removed had they not left. The DBS will consider whether to bar the person. If these circumstances arise in relation to a member of staff at our club, a referral will be made as soon as possible after the resignation or removal of the individual in accordance with advice from the LADO and/or HR.

Reviewed on: 10/04/2018