

Allegations Against Staff

Our setting provides parents with up to date information on how to complain about behaviour or actions of practitioners, as well as complaining against any members who are living or working on the premises.

Practitioners adhere to the guidance of the Local Safeguarding Children Board when responding to any complaint of abuse.

We will refer such complaint immediately to the local authority LADO team to investigate further. Allegations will also be reported directly to Ofsted (this is a legal requirement).

If a practitioner is dismissed due to misconduct concerning a child, then we will have no choice but to notify the Independent Barring Board administrators.

This enables the name of the offender to be recorded on the Protection of Children and Vulnerable Adults Barred List.

This is a legal requirement. If advice from LADO is not available we must consider the following:

- If they need to take immediate action to safeguard the children
- To take legal advice
- Decided if the staff member in questions needs to be suspended
- Practitioners can be told that an allegation is made but **MUST** not be told details of the allegation.
- Decided if this is a police matter
- Decided to make a referral to the Children's Assessment Team (CAT) if the allegation suggests that a child is at risk of harm – this includes **ALL** children.

If the LADO advice given is that the allegation meets the threshold for LADO involvement but can be dealt with internally, _____ will be identified as the lead investigator.

On conclusion of the investigation process the LADO will be informed.

Ofsted must always be informed of all allegations about the safeguarding of the children against staff, and those living on the childcare premises.

September 2019

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