



## **Future Roots policy for managing allegations against Staff and Volunteers**

The Safeguarding Officer and Board Members of Future Roots recognises its collective responsibility to safeguard and protect the welfare of the children and young people in accordance with its statutory responsibility under Section 175 of the Education Act 2002 and where appropriate under the Children Acts.

### **Responsibility of the School**

Future Roots will manage all allegations against staff and/or volunteers in accordance with the agreed Dorset child Protection Procedures and has a nominated 'Designated Person' who will liaise with the Local Authority Designated Officer (LADO) on all matters of concern which meet any of the following criteria:-

It appears that the person has :

- Behaved in a way that has harmed a child, or may have harmed a child or,
- Possibility of committed a criminal offence against or related to a child, or,
- Behaved towards a child in a way that indicated he or she would pose a risk of harm if they work regularly or closely with children.

In addition, these procedures will be used:-

- If there are concerns about the person's behaviour towards their own children, or children unrelated to their employment or voluntary work, and there has been a recommendation from a strategy discussion that consideration should be given to the risk posed to children they work with, or,
- When an allegation is made about abuse that took place some time ago and the accused person may still be working or having contact with children.

Future Roots will not attempt to manage allegations or concerns which meet any of the criteria through other mechanisms such as the Future Roots Complaints Procedure or Disciplinary Procedures, unless written agreement to do so has been confirmed by the Local Authority Designated Officer (LADO).

Future Roots will provide the Local Authority Designated Office (LADO), the Police and Children's Social Care with any personal data/information about staff members, governors, children or parents which the said organisation(s) deem relevant to child protection enquiries.

Future Roots will attend all strategy meetings organised to discuss allegations made against staff and/or volunteers and will provide the meeting with any necessary reports as required.

### **Collective Responsibility**

The Board will appoint a nominated Board Member with responsibility for Child Protection who will monitor and review arrangements within Future Roots for the delivery of Child Protection and in particular arrangements are in place for managing allegations against staff and volunteers.

The nominated Board Member with responsibility for child protection will have a number of specific duties and in particular will ensure that:-

- There is an annual agenda item at a full Board Meeting to discuss child protection issues and procedures, including training and the number of incidents (without any reference to names/details) etc.

The governing body will ensure that all members of staff and volunteers see a copy of the DCSF (now the DFE) guidance document entitled 'Safer Working Practices for Adults who Work with Children and Young People' and the date it is issued is recorded on staff personal files or volunteer records.

The Board will ensure that Future Roots operates an incident recording system whereby staff and/or volunteers record unusual incidents, issues or actions involving adults and children/young people which they feel may possibly be misconstrued at a later date. Future Roots will ensure that any such issues, incidents or actions which are of Future Roots concern in accordance with child protection or other school procedures, will be actioned in accordance with agreed arrangements and protocols.

### **Review of Policy**

This policy will be reviewed on an annual basis. - Next review April 2018

Julie Plumley - Safeguarding Young Officer

Jerry Brady – Board Safe Guarding Officer

Signed: ...

Name: Julie Plumley

Date: 06/04/2017

This policy will be reviewed annually, or as and when there are any changes in the law, procedures or processes within the organisation.