



ST. MARK'S CE SCHOOL

ONE SCHOOL - SERVING ALL - THROUGH EXCELLENCE

Procedure for dealing with allegations of abuse against staff

Policy Statement and Guidelines 'This policy has been extracted from the Southampton City Council legislation'

Policy Date: September 2023

Review Date: September 2024

DEALING WITH ALLEGATIONS OF ABUSE AGAINST TEACHERS AND OTHER STAFF IN SOUTHAMPTON

Allegation

HT/Manager

HR advise on who HT/Manager has to contact

HT/Manager contacts;

LADO CAT

No strategy discussion Strategy discussion attended by

CAT,HT/Manager, Police, HR

No police involvement Police involvement

Investigation carried out by school supported by HR

court. Police pass all
information relevant to a
disciplinary to HT/Manager

HT/Manager asap Dismissal

Outcomes:

- No further action - Informal
action - Formal disciplinary

Investigation carried out by
school supported by HR

Outcomes:

- No further action
- Informal action
- Formal disciplinary

No charge/caution/acquitted by

Convicted by court. Police
inform

procedure

If dismissed LADO and HT/Manager discuss whether
a referral to a regulatory body is required (POVA,
DfES). If yes must be done within one month

Outcomes:

- No further action - Informal action - Formal
disciplinary

Investigation carried out by school supported by HR