



Mayflower  
Community  
Academy

## Managing Allegations against Staff and Volunteers

Please read in conjunction with the Safeguarding and Child Protection policy

### VERSION CONTROL SHEET

| Document date | Filename | Meeting submitted | Summary of changes required |
|---------------|----------|-------------------|-----------------------------|
| 01-09-10      |          | July PSG          | New policy                  |
| 07-01-16      |          | Policy Review Day | Reviewed – no changes       |
| 11/10/19      |          | Oct LGB           | Reviewed and Updated        |
| 10/03/21      |          | March LGB         | Reviewed – no changes       |
| 14/09/22      |          | Sept LGB          | Reviewed – no changes       |
| 14/09/22      | Review   | Sept 2022         | Reviewed no changes         |
| 22/09/23      | Review   | Sept 2023         | Reviewed no changes         |

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## Introduction

The Governing Body of Mayflower Community Academy Council recognises its collective responsibility to safeguard and protect the welfare of 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 and with regard to the updated guidance in 2015 (Keeping Children Safe in Education July 2015 )

## Responsibility of the Academy

The Academy will manage all allegations against staff and/or volunteers in accordance with the agreed South West Child Protection Procedures ([www.swcpp.org.uk](http://www.swcpp.org.uk)) and has a nominated 'Designated Person' at Trust Director level who will liaise with the for Academy Trust Child Protection responsible person 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 committed a criminal offence against or related to a child, or,
- Behaved in an inappropriate way towards a child which may indicate that he or she is unsuitable to work 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.

The Academy will not attempt to manage allegations or concerns which meet any of the above criteria, through other mechanisms such as the Academy Complaints Procedure or Disciplinary Procedures, unless written agreement to do so has been confirmed by the Academy Trust Designated Officer for Child Protection.

Mayflower Community Academy will provide the Academy Trust Designated Officer for Child Protection, 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 enquires.

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The academy 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 of the Academy Council (Local Governing Body)

The Academy Council will appoint a nominated governor with responsibility for Child Protection who will monitor and review arrangements within the school for the delivery of Child Protection and in particular arrangements are in place for managing allegations against staff and volunteers.

The nominated governor 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 the full governor's meeting to discuss child protection procedures, training and the number of incidents (without any reference to names/details).
- They act as a point of contact for the Academy, if the head teacher is the subject of a child protection complaint or investigation.

The Academy Council will ensure that all members of staff and volunteers receive a copy of the DFE guidance document entitled "Safer Working Practices for those working with Children and Young People in Educational Settings October 2015" and the date it is issued is recorded on staff personal files or volunteer records.

The Academy Council will ensure that the school 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. The academy will ensure that any such issues, incidents or actions which are of immediate concern in accordance with child protection or other academy procedures, will be actioned in accordance with agreed arrangements and protocols.

Nominated Governor: Natalie Berry