

4A. ALLEGATIONS AGAINST STAFF

If allegations are made against a member of staff or a volunteer, by either a parent/carer or another member of staff, these should be reported to the 1st designated person as soon as possible. In the absence of the 1st designated person, the matter should be brought to the attention of the 2nd designated person. If the allegations implicate both the 1st and 2nd designated people, then the report should be made in the first instance to the Committee Chairperson.

1st Designated Person - Mrs Marilyn Jenner

2nd Designated person - Mrs Wendy Modeste

If an allegation is made against a member of staff the designated person (or 2nd designated person) must obtain a written record from the person who is reporting the concern. They must ensure the information includes children's names, times, dates and details of potential witnesses. The person reporting the concern should sign and date the report, countersigned by the DP (or 2nd DP).

Decisions about suspension are made on a case by case basis and depend on the nature and seriousness of the allegation.

All allegations that meet the following criteria must be reported to the LADO within 24 hours.

Where it is alleged that someone has:

- behaved in a way that has harmed or may have harmed a child
- possibly committed a criminal offence against or related to a child
- behaved towards a child in a way that indicates they are unsuitable to work with children.

In extreme cases both OfSTED and the Local Authority Designated Officer (LADO) would be involved to ensure a proper investigation of the allegation. Whatever the outcome the LADO will assist regarding any lessons to be learnt and ways in which safer working arrangements can be improved.

All allegations will be dealt with in confidence and fairly. Allegations will not be discussed with anyone other than those nominated above.

PLAYLEADER SIGNATURE.....

DATED.....

COMMITTEE SIGNATURE.....

DATED.....

Policies - Allegations

Email address for allegations against staff lado@bromley.gov.uk

Telephone numbers 020 8461 7669 020 8313 4325

Out of Office Hours

Children's Social Care Out of Hours Emergency Duty Team 0300 303 8671

OfSTED www.gov.uk/government/organisations/ofsted

Complaints, Investigations & Enforcement Team - 0300 123 4666

OfSTED main number 0300 123 1231