

Live~Laugh~Love

Child Protection –Allegations against a Staff Member

In order to manage allegations against child care professionals, every Local Authority appoints a Local Authority Designated Officer (LADO). The LADO should be alerted to all cases in which it is alleged that a person who works with children has:

* Behaved in a way that has harmed, or may have harmed, a child
* Possibly committed a criminal offence against children, or related to a child, or
* Behaved towards a child or children in a way that indicates s/he may pose a risk to children. (Working Together 2018)
* Behave or may have behaved in a way that indicates they may not be suitable to work with children.

In Gloucestershire our LADO is **Nigel Hatten, 01452 426 994.**He is supported by Tracy Brooks and Jenny Kadodia, the Allegations Management Coordinators. They can be contacted on **01452 426 320.**

This policy sets out the procedure to be followed in the event of an allegation being made against a member of nursery Staff, either by a child or a parent.

* When the allegation is made you must ***immediately*** report this to the most senior person that is not implicated in the allegation. The senior person will then hand this information over to the settings DLS (if they are not implicated in the allegation) they will then take action as set out in the following clauses of this policy.
* The DSL will then ask the complaint to complete a written record of the nature and circumstances surrounding the concern, including any previous concerns. The DSL will not attempt to conduct any sort of investigation.
* The DSL with then contact the Local Authority Designated Officer for advice prior to investigating the allegation. DSL will then follow advice that is given on any immediate actions required.
* If it is agreed that the allegation meets the criteria DSL will then complete the allegations management referral form via the GSCE website
* The staff member involved will be suspended with pay with pending investigation.
* The DSL will keep clear written records of all discussions and observations involving the complaint.
* The DSL will maintain close contact with the Local Authority Designated Officer, social services and/ or police while the investigation is proceeding, and the accused person will be kept informed as to progress at regular intervals. The information to be given to the person will have been previously discussed and agreed with appropriate investigating agencies.
* At the conclusion of the investigation, if the outcome is inconclusive but there remain concerns regarding possible misconduct in respect of the employee’s attitude, behavior or practices, then Bambi’s reserves the right to terminate the employees contract.
* The nursery manager will inform ***OFSTED within 14 days***.