



## **SAFEGUARDING: DEALING WITH ALLEGATIONS MADE AGAINST STAFF POLICY**

This policy will be reviewed in full by the CMI Trustees and CCS Governing Body on an annual basis.

Signature ..... Date .....

Early Years Manager at Carmel Christian School

Signature ..... Date .....

Chairperson of the CCS Governing Body

Signature ..... Date .....

Chairperson CMI Board of Trustees

Revision Table	Date	Comment
Original	1 August 2017	
Review	1 August 2018	
Review	6 December 2018	Flow diagram amended following feedback BCC
Review	1 August 2019	KCSIE 2019
Review	27 August 2020	KCSIE 2020
Review	29 April 2021	Review due to staff and school changes
Review	29 April 2022	Reviewed in line with KCSIE 2021
Next Review Due	29 April 2023	

This policy has been written to comply with DfE statutory guidance – *Keeping Children Safe in Education (KCSIE), 2021* and *Working Together to Safeguard Children, 2018*.

## **INTRODUCTION**

This policy is to be used when managing cases of allegations that might indicate a person would pose a risk of harm if they continue to work in regular or close contact with children in their present position, or in any capacity. These procedures apply to all staff, whether teaching, administrative, management or support, as well as to volunteers. It also applies to Governors, Trustees and management committee members who may not be employees of the school. The word “staff” is used for ease of description.

It should be used in respect of all cases in which it is alleged that a member of staff has:

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

## **WHO THE POLICY RELATES TO:**

This policy relates to members of staff who are currently working at Carmel Ministries International (CMI) including Carmel Christian School (CCS), regardless of where the alleged abuse took place. Allegations against a member of staff who is no longer working at CMI or CCS should be referred to the police.

Employers have a duty of care to their employees. They should ensure they provide effective support for anyone facing an allegation and provide the employee with a named contact if they are suspended. It is essential that any allegation of abuse made against a member of staff or volunteer in CMI or CCS is dealt with very quickly, in a fair and consistent way that provides effective protection for the child and at the same time supports the person who is the subject of the allegation.

## **INITIAL CONSIDERATIONS**

The procedures for dealing with allegations need to be applied with common sense and judgement. Many cases may well either not meet the criteria set out in the introduction above, or may do so without warranting consideration of either a police investigation or enquiries by local authority children’s social care services. In these cases, an internal investigation and, where appropriate, staff disciplinary procedures should be followed to resolve cases without delay. CMI, incorporating CCS, has its own staff disciplinary procedure and this is the procedure that should be followed.

For all allegations that do meet the criteria above, the Local Authority Designated Officer (LADO) must be informed.

## **DEFINITIONS**

The following definitions from paragraph 381 of *KCSIE 2021* should be used when determining the outcome of allegation investigations:

- **Substantiated:** there is sufficient evidence to prove the allegation;
- **Malicious:** there is sufficient evidence to disprove the allegation and there has been a deliberate act to deceive or cause harm to the person subject of the allegation;
- **False:** there is sufficient evidence to disprove the allegation;
- **Unsubstantiated:** there is insufficient evidence to either prove or disprove the allegation. The term, therefore, does not imply guilt or innocence; or,
- **Unfounded:** to reflect cases where there is no evidence or proper basis which supports the allegation being made.

## **RECEIVING AN ALLEGATION**

A member of staff who receives an allegation about another member of staff from a child should follow the same guidelines as for any safeguarding concern about a child/young person. These are to:

- Listen carefully to what the young person has to say and take it seriously.
- Never investigate or take sole responsibility for a situation where a child/young person makes a disclosure.
- Always explain to children and young people that any information they have given will have to be shared with others.
- Ensure that the pro-forma “Witness Statement” (see Appendix 1) is completed, including the date and the signature of the member of staff receiving the disclosure/reporting the concern.
- Respect confidentiality and file documents securely.

In addition, a member of staff receiving an allegation must:

- Ensure that the child is safe and away from the person against whom the allegation is made.
- Report the allegation immediately to the Designated Safeguarding Lead unless this is the person against whom the allegation is made, in which case the report should be made to the person who has lead responsibility for safeguarding across CMI as an organisation. Please contact CMI, 0117 9775533.
- From here, this person shall be referred to as the ‘case manager’.
- The case manager will inform the Designated Senior Person for Carmel Ministries International and call a meeting or conference call as required.

### **ALLEGATIONS ABOUT SUPPLY TEACHERS**

The responsibility to manage allegations about supply teachers who have behaved or may have behaved in a way that indicates they may not be suitable to work with children is made clear in Part 4 of *KCSIE 2021* and the school needs to ensure that allegations are dealt with appropriately. The school will advise supply agencies of its process for managing allegations.

### **REFERRAL TO THE LADO**

In the first instance, the 'case manager' should immediately discuss the allegation with the LADO. The LADO and the case manager will consider the nature, content and context of the allegation and agree a course of action. There may be situations when the case manager will want to involve the police immediately; for example, if the person is deemed to be an immediate risk to children or there is evidence of a possible criminal offence. Where there is no such evidence, the case manager should discuss the allegations with the LADO in order to help determine whether police involvement is necessary. Please note the referral flow diagram in Appendix 2.

### **NO FURTHER ACTION REQUIRED**

The initial sharing of information and evaluation may lead to a decision that no further action is to be taken in regard to the individual facing the allegation or concern; in which case, this decision and a justification for it should be recorded by both the case manager and the LADO, and agreement reached on what information should be put in writing to the individual concerned and by whom. The case manager should then consider with the LADO what action should follow, both in respect of the individual and those who made the initial allegation.

If the case manager is anyone other than the CMI Safeguarding Lead, the case manager should involve the CMI Safeguarding Lead in discussions and, wherever possible, keep them informed of the situation.

### **INFORMING THE ACCUSED PERSON**

The case manager should inform the accused person about the allegation as soon as possible after consulting the LADO. It is extremely important that the case manager provides them with as much information as possible at that time. However, where a strategy discussion is needed, or police or children's social care services need to be involved, the case manager should not do that until those agencies have been consulted, and have agreed what information can be disclosed to the accused.

## **SUSPENSION**

Employers must consider carefully whether the circumstances of a case warrant a person being suspended from contact with children at CMI/CCS or whether alternative arrangements can be put in place until the allegation or concern is resolved. All options to avoid suspension should be considered prior to taking that step.

## **STRATEGY DISCUSSION**

If there is cause to suspect a child is suffering or is likely to suffer significant harm, a strategy discussion should be convened in accordance with *Working Together to Safeguard Children 2018*. If the allegation is about physical contact, the strategy discussion or initial evaluation with the police should take into account that teachers and other school staff are entitled to use reasonable force to control or restrain children in certain circumstances, including dealing with disruptive behaviour.

## **NEXT STEPS**

Where it is clear that an investigation by the police or children's social care services is unnecessary, or the strategy discussion or initial evaluation decides that is the case, the LADO should discuss the next steps with the case manager. In those circumstances, the options open to the employer depend on the nature and circumstances of the allegation and the evidence and information available. This will range from taking no further action to dismissal. Where appropriate, staff disciplinary procedures will be followed.

In some cases, further enquiries will be needed to enable a decision about how to proceed. If so, the LADO should discuss with the case manager how and by whom the investigation will be undertaken. In straightforward cases, the investigation should normally be undertaken by a senior member of staff, e.g., CMI Safeguarding Lead or Management Committee Member.

However, in other circumstances, such as lack of appropriate resource within CMI or the nature or complexity of the allegation, an independent investigator may be needed. Local authorities should be able to direct CMI to an appropriate and affordable facility for this.

## **SUPPORTING THOSE INVOLVED**

### **Employees**

Employers have a duty of care to their employees. They should act to manage and minimise the stress inherent in the allegations process. Support for the individual is vital to fulfilling this duty. Individuals should be informed of concerns or allegations as soon as possible and given an explanation of the likely course of action, unless there is an objection by the children's social care services or the police. The individual should be advised to contact their

trade union representative, if they have one, or a colleague for support. They should also be given access to welfare counselling or medical advice where this is possible.

The case manager should appoint a named representative to keep the person who is the subject of the allegation informed of the progress of the case and consider what other support is appropriate for the individual. Particular care needs to be taken when employees are suspended to ensure that they are kept informed of both the progress of their case and current work-related issues. Social contact with colleagues and friends should not be prevented unless there is evidence to suggest that such contact is likely to be prejudicial to the gathering and presentation of evidence.

### **Parents or Carers**

Parents or carers of a child or children involved should be told about the allegation as soon as possible if they do not already know of it. However, where a strategy discussion is required, or police or children's social care services need to be involved, the case manager should not do so until those agencies have been consulted and have agreed what information can be disclosed to the parents or carers. Parents or carers should also be kept informed about the progress of the case and told the outcome where there is not a criminal prosecution, including the outcome of any disciplinary process. The deliberations of a disciplinary hearing, and the information taken into account in reaching a decision, cannot normally be disclosed, but the parents or carers of the child should be told the outcome in confidence.

Parents and carers should also be made aware of the prohibition on reporting or publishing allegations about teachers in section 141 of the Education Act 2002. If parents or carers wish to apply to the court to have reporting restrictions removed, they should be told to seek legal advice.

### **Child or Young Person**

In cases where a child may have suffered significant harm, or there may be a criminal prosecution, children's social care services or the police, as appropriate, should consider what support the child or children involved may need.

### **Confidentiality**

It is extremely important that when an allegation is made, CMI/CCS makes every effort to maintain confidentiality and guard against unwanted publicity while an allegation is being investigated or considered. As per the Criminal Justice and Courts Act 2015, "Publication" includes "any speech, writing, relevant programme or other communication in whatever form, which is addressed to the public at large or any section of the public". This means that a parent who, for example, publishes details of the allegation on a social networking site would be in breach of the reporting restrictions.

The police will not normally provide any information to the press or media that might identify an individual who is under investigation, unless and until the person is charged with a criminal offence (in exceptional cases where the police would like to depart from that rule, for example an appeal to trace a suspect, they must apply to a magistrates' court to request that reporting restrictions be lifted).

The case manager should take advice from the LADO, police and children's social care services to agree the following:

- who needs to know and, importantly, exactly what information can be shared;
- how to manage speculation, leaks and gossip;
- what, if any, information can be reasonably given to the wider community to reduce speculation;
- how to manage press interest, if and when it should arise.

The Education Act 2011 introduced reporting restrictions preventing the publication of any material that may lead to the identification of a teacher who has been accused by, or on behalf of, a pupil from the same school or college (where that identification would identify the teacher as the subject of the allegation). The reporting restrictions apply until the point that the accused person is charged with an offence, or until the Secretary of State or the General Teaching Council for Wales publishes information about an investigation or decision in a disciplinary case arising from the allegation. The reporting restrictions also cease to apply if the individual to whom the restrictions apply effectively waives their right to anonymity by going public themselves or by giving their written consent for another to do so or if a judge lifts restrictions in response to a request to do so. The provisions commenced on 1 October 2012.

### **Managing the Situation and Exit Arrangements**

#### **Resignations and 'settlement/compromise agreements'**

If the accused person resigns or ceases to provide their services, this should not prevent an allegation being followed up in accordance with this guidance. A referral to the DBS must be made, if the criteria are met. If the accused person resigns or their services cease to be used and the criteria are met, it will not be appropriate to reach a settlement/compromise agreement.

It is important that every effort is made to reach a conclusion in all cases of allegations bearing on the safety or welfare of children, including any in which the person concerned refuses to cooperate with the process. Wherever possible the accused should be given a full opportunity to answer the allegation and make representations about it.

The process of recording the allegation and any supporting evidence, and reaching a judgement about whether it can be substantiated on the basis of all the information available, should continue even if that cannot be done or the accused does not cooperate.

So-called 'settlement/compromise agreements', by which a person agrees to resign if the employer agrees not to pursue disciplinary action, and both parties agree a form of words to be used in any future reference, should not be used in cases of refusal to cooperate or resignation before the person's notice period expires. Such an agreement will not prevent a thorough police investigation where that is appropriate.

### **Record Keeping**

Details of allegations that are found to have been malicious should be removed from personnel records. However, for all other allegations, it is important that a clear and comprehensive summary of the allegation, details of how the allegation was followed up and resolved, and a note of any action taken and decisions reached, is kept on the confidential personnel file of the accused, and a copy provided to the person concerned.

The purpose of the record is to:

- Enable accurate information to be given in response to any future request for a reference, where appropriate.
- Provide clarification in cases where future DBS checks reveal information from the police about an allegation that did not result in a criminal conviction.
- Help to prevent unnecessary re-investigation if, as sometimes happens, an allegation re-surfaces after a period of time.

The record should be retained at least until the accused has reached normal retirement age or for a period of 25 years from the date of the allegation if that is longer.

Cases in which an allegation was proven to be false, unsubstantiated or malicious should not be included in employer references. A history of repeated concerns or allegations that have all been found to be false, unsubstantiated or malicious should also not be included in any reference.

A settlement/compromise agreement that prevents CMI from making a DBS referral when the criteria are met would be likely to result in a criminal offence being committed as CMI would not be complying with its legal duty to make the referral.

### **Timescales**

It is in everyone's interest to resolve cases as quickly as possible, consistent with a fair and thorough investigation. All allegations should be investigated as a priority to avoid any delay.



Target timescales: the time taken to investigate and resolve individual cases depends on a variety of factors, including the nature, seriousness and complexity of the allegation, but these targets should be achieved in all but truly exceptional cases; it is expected that:

- 80 per cent of cases should be resolved within one month
- 90 per cent within three months
- All but the most exceptional cases should be completed within 12 months
- For those cases where it is clear immediately that the allegation is unsubstantiated or malicious, they should be resolved within one week

Where the initial consideration decides that the allegation does not involve a possible criminal offence, it will be for the employer to deal with it in line with staff disciplinary procedures, although if there are concerns about child protection, the employer should discuss them with the LADO. In such cases, if the nature of the allegation does not require formal disciplinary action, the employer should institute appropriate action within three working days. If a disciplinary hearing is required and can be held without further investigation, the hearing should be held within 15 working days.

### **Oversight and Monitoring**

The LADO has overall responsibility for oversight of the procedures for dealing with allegations, for resolving any inter-agency issues and for liaison with the Local Safeguarding Children Board (Keeping Bristol Safe Partnership) on the subject. The LADO will provide advice and guidance to the case manager, in addition to liaising with the police and other agencies, and monitoring the progress of cases to ensure that they are dealt with as quickly as possible, consistent with a thorough and fair process. Reviews should be conducted at fortnightly or monthly intervals, depending on the complexity of the case.

### **Suspension**

The possible risk of harm to children posed by an accused person should be evaluated and managed in respect of the child(ren) involved in the allegations. In some rare cases, the case manager will need to consider suspending the accused until the case is resolved. Suspension should not be an automatic response when an allegation is reported; all options to avoid suspension should be considered prior to taking that step.

Suspension should be considered only in a case where there is cause to suspect a child or other children are at risk of harm or the case is so serious that it might be grounds for dismissal. However, a person should not be suspended automatically.

In cases where the CEO is made aware that the Secretary of State has made an interim prohibition order in respect of an individual at CMI, it will be necessary to immediately suspend that person from duty pending the findings of the investigation.

The case manager should also consider whether the result that would be achieved by immediate suspension could be obtained by alternative arrangements. In many cases, an investigation can be resolved quickly and without the need for suspension. Based on assessment of risk, the following alternatives should be considered by the case manager and discussed with the CMI Safeguarding Lead and Management Committee before suspending a member of staff:

- redeployment so that the individual does not have direct contact with the child or children concerned;
- providing an assistant to be present when the individual has contact with children;
- redeploying to alternative work so the individual does not have unsupervised access to children;
- moving the child or children to groups where they will not come into contact with the member of staff, making it clear that this is not a punishment and parents have been consulted;
- temporarily redeploying the member of staff to another role in a different location if possible.

The case manager should consider the potential permanent professional reputational damage to employees that can result from suspension where an allegation is later found to be unsubstantiated or maliciously intended.

If immediate suspension is considered necessary, the rationale and justification for such a course of action should be agreed and recorded by both the case manager and the LADO. This should also include what alternatives to suspension have been considered and why they were rejected.

Where it has been deemed appropriate to suspend the person, written confirmation should be dispatched within one working day, giving as much detail as appropriate for the reasons for the suspension. It is not acceptable for an employer to leave a person who has been suspended without any support. The person should be informed at the point of their suspension who their named contact is within the organisation and provided with their contact details.

The power to suspend is vested in the CEO or Management Committee of CMI who are the employers of staff. However, where a strategy discussion or initial evaluation concludes that there should be enquiries by the children's social care services and/or an investigation by the police, the LADO should canvass police and children's social care services for views about whether the accused member of staff needs to be suspended from contact with children. This is in order to inform CMI's consideration of suspension. Police involvement does not make it mandatory to suspend a member of staff; this decision should be taken on a case-by-case basis having undertaken a risk assessment.

### **Information Sharing**

In a strategy discussion or the initial evaluation of the case, the agencies involved should share all relevant information they have about the person who is the subject of the allegation, and about the alleged victim.

Where the police are involved, wherever possible the employer should ask the police to obtain consent from the individuals involved to share their statements and evidence for use in the employer disciplinary process.

### **Specific Actions**

Following a criminal investigation or a prosecution, the police should inform the employer and LADO immediately when a criminal investigation and any subsequent trial is complete, or if it is decided to close an investigation without charge, or not to continue to prosecute the case after person has been charged. In those circumstances, the LADO should discuss with the case manager whether any further action, including disciplinary action, is appropriate and, if so, how to proceed. The information provided by the police and/or children's social care services should inform that decision.

### **On Conclusion of a Case**

If the allegation is substantiated and the person is dismissed, or the employer ceases to use the person's services, or the person resigns or otherwise ceases to provide his or her services, the LADO should discuss with the case manager and the HR adviser whether to make a referral to the DBS for consideration of whether inclusion on the barred lists is required; and in the case of a member of teaching staff whether to refer the matter to the Teaching Regulation Agency (TRA) to consider prohibiting the individual from teaching.

There is a legal requirement for employers to make a referral to the DBS where they think that an individual has engaged in conduct that harmed (or is likely to harm) a child; or if a person otherwise poses a risk of harm to a child.

Where it is decided on the conclusion of a case that a person who has been suspended can return to work, the case manager and CMI Safeguarding Lead should consider how best to facilitate that. Most people will benefit from some help and support to return to work after a stressful experience. Depending on the individual's circumstances, a phased return and/or the provision of a mentor to provide assistance and support in the short term may be appropriate. The case manager should also consider how the person's contact with the child or children who made the allegation can best be managed if they are still a pupil at the CCS.

### **In Respect of Malicious or Unsubstantiated Allegations**

If an allegation is determined to be unsubstantiated or malicious, the LADO should refer the matter to the children's social care services to determine whether the child concerned is in

need of services, or may have been abused by someone else. If an allegation is shown to be deliberately invented or malicious, the Early Years Manager and/or CEO should consider whether any disciplinary action is appropriate against the pupil who made it; or whether the police should be asked to consider if action might be appropriate against the person responsible, even if he or she was not a pupil.

### **Learning Lessons**

At the conclusion of a case in which an allegation is substantiated, the LADO should review the circumstances of the case with the case manager to determine whether there are any improvements to be made to CMI's procedures or practice to help prevent similar events in the future. This should include issues arising from the decision to suspend the member of staff, the duration of the suspension and whether or not suspension was justified. Lessons should also be learned from the use of suspension when the individual is subsequently reinstated. The LADO and case manager should consider how future investigations of a similar nature could be carried out without suspending the individual.

### **REFERENCES**

1. Keeping Children Safe in Education, 2021:  
[https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment\\_data/file/1021914/KCSIE\\_2021\\_September\\_guidance.pdf](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/1021914/KCSIE_2021_September_guidance.pdf)
2. Working Together to Safeguard Children, 2018:  
[https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment\\_data/file/942454/Working\\_together\\_to\\_safeguard\\_children\\_inter\\_agency\\_guidance.pdf](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/942454/Working_together_to_safeguard_children_inter_agency_guidance.pdf)
3. Criminal Justice and Courts Act 2015:  
<https://www.legislation.gov.uk/ukpga/2015/2/section/79?view=plain>

## Appendix 1: Report of a concern, allegation or disclosure/witness statement

Pro-forma for recording child protection disclosures, concerns or allegations.

Recording is a valuable tool in child protection; any concerns for the welfare of the young person should be recorded on the recording pro-forma.

The purpose for these recordings is to accurately register and pass on information to other professionals in order that informed decisions can be made and emerging patterns identified. Recordings of any action taken will also be made by the case manager.

<b>Witness Statement</b> Pro-forma for recording child protection disclosures, concerns, or allegations.
<b>CONFIDENTIAL</b> This pro-forma must be completed by any worker who receives an allegation/disclosure of abuse from a child/young person or who has concerns about a child/young person. Fill in the information given to you accurately or write down your concerns. Do not try to ascertain further details, or ask investigating questions. If you do not know, then leave the section blank.
<b>Details of the young person:</b>
Name:
Date of birth:
Address:
<b>Who has parental responsibility?</b>
Name: Address:
<b>Name and address of other significant adults:</b>
Name: Relationship: Date of birth (if known): Address:
<b>Details of siblings (if known):</b>
Name: Date of birth/or age: Address:
<b>What professionals are you aware of that are currently in contact with the child/young person e.g., teacher, youth worker, social worker, health visitor, doctor, etc.?</b>
Name: Agency: Address:

Carmel Ministries International and Carmel Christian School  
Allegations Policy

Contact number:

**Please record the details of the information that was given/shared with you by the child/young person, ensuring you use their words. Alternatively, please record in detail your concerns about the child/young person.**

Please read the above and ensure that it contains fact and not opinion.

**State date and time of the above:**

Date:

Time:

Venue:

Name:

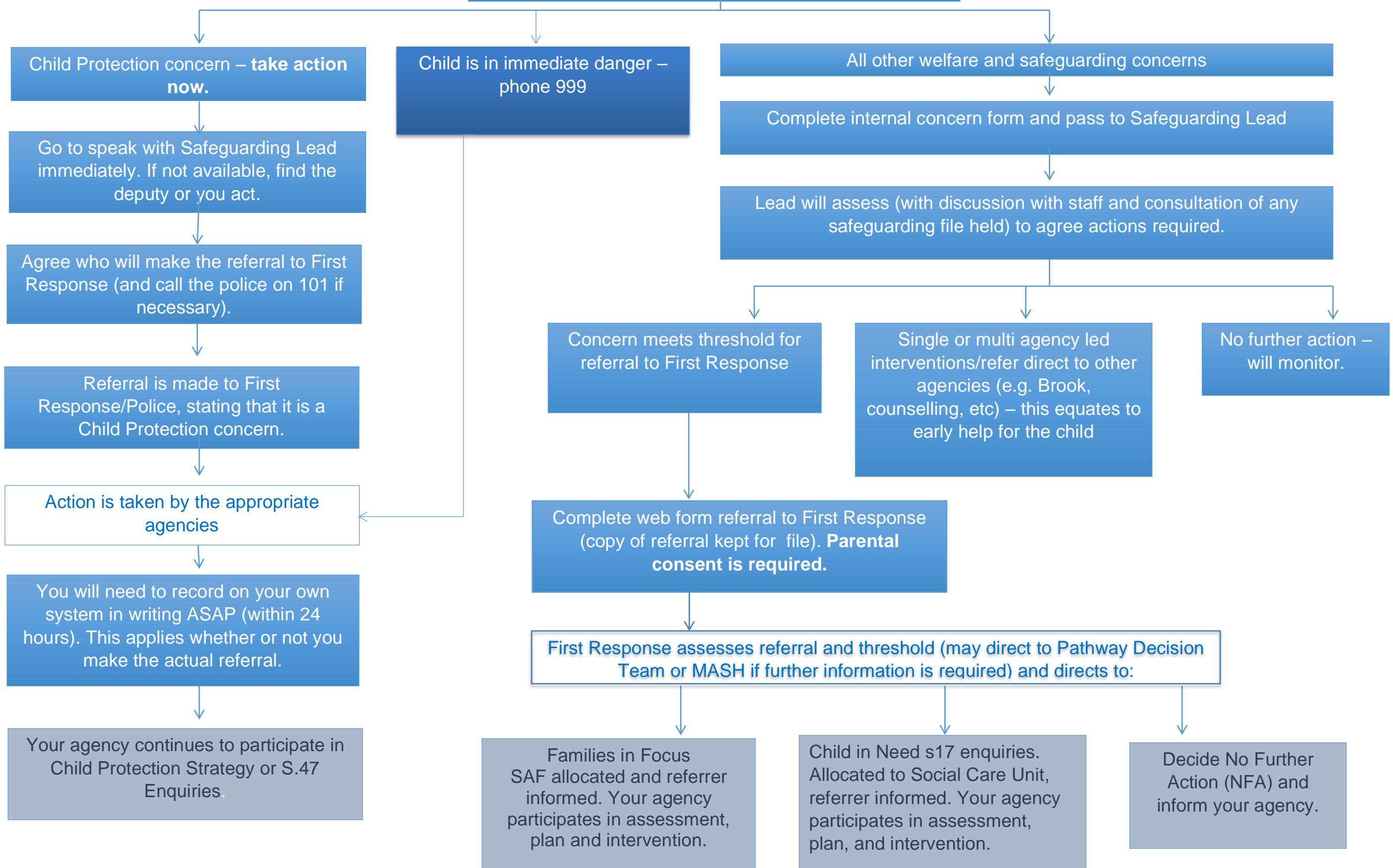
Signed:

**Appendix 2:**  
**Allegations against staff – Flow chart**

Please refer to the CMI Policy – ‘Safeguarding: Dealing with allegations made against staff’ for full details of these procedures.

Reporting Concerns Flow Chart - Bristol

You have concerns about a child



No matter what the outcome, keep monitoring, re-refer or escalate as appropriate. Participate in all assessments and plans. Chase referrals if not kept informed – this is our responsibility.



All staff should be aware that mental health problems can, in some cases, be an indicator that a child has suffered or is at risk of suffering abuse, neglect or exploitation (KCSIE, 2020)

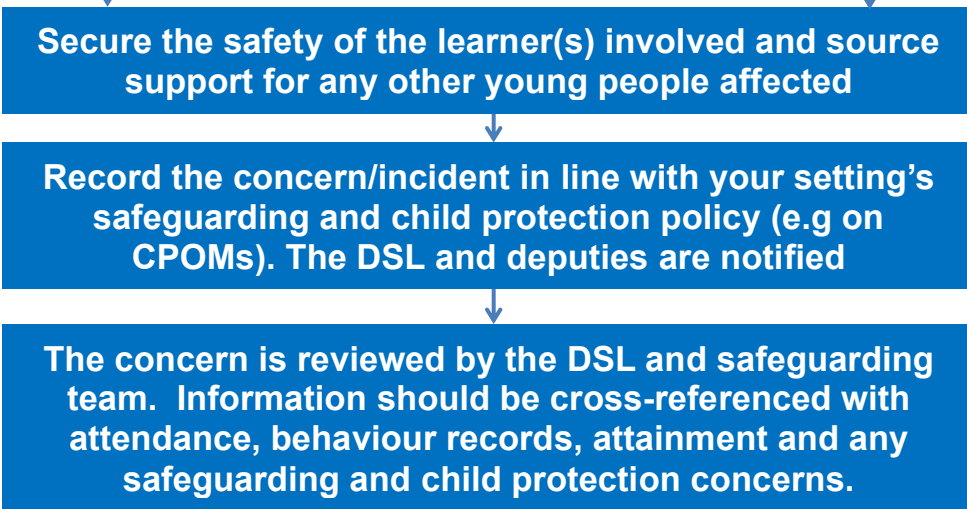
### Safeguarding Response to Mental Health and Peer on Peer Abuse

All staff should recognise that children are capable of abusing their peers. All staff should be clear about their school's or college's policy and procedures with regard to peer on peer abuse (KCSIE, 2020)

There is a concern about a learner's mental health

You are made aware of an incident or pattern of peer on peer abuse

Only appropriately trained professionals should attempt to make a diagnosis of a mental health problem. Staff however, are well placed to observe children day-to-day and identify those whose behaviour suggests that they may be experiencing a mental health problem or be at risk of developing one. (KCSIE, 2020)



- Possible examples of peer on peer abuse
- Bullying (and cyberbullying)
  - Physical abuse
  - Sexual violence and sexual harassment
  - Upskirting
  - Sexting (youth produced sexual imagery)
  - Initiation/hazing type violence and

- Additional guidance used to respond to the concern:
- *Mental health and behaviour in schools* ([link](#))
  - *Promoting children and young people's mental health and wellbeing* ([link](#))

- Additional guidance used to respond to the concern
- *Advice for Schools and Colleges on Responding to Sexting Incidents* ([link](#))
  - *Sexual Behaviours Traffic Light Tool* ([link](#))
  - *Preventing and Tackling Bullying* ([link](#))
  - *NPCC: When to call the police* ([link](#))

Concern and need reviewed alongside learner and family

Concern can be managed internally through setting-based early help, support and signposting.

Concern requires additional support from a targeted agency or Primary Mental Health Specialist.

Child protection concern that requires a referral to social care for an assessment under s.17 or s.47 of the Children's Act 1989. School may also refer directly to CAMHs.

Outcomes

Outcomes

Concerns managed internally through pastoral support, contextual safeguarding, restorative approaches, RSE/PSHE. Setting informs parents/carers of incident and actions.

Repeat incidents or that of moderate concern – Setting liaises with parents/carers. Consider seeking consent and advice for targeted/specialist services to support all learners involved in the incident(s).

Clear child protection concerns/criminal issue. Make a referral to social care and/or the police for consideration of a statutory assessment.

All actions, risk assessments and responses should be recorded on the Safeguarding/Child Protection file. Plans/risk assessments should be reviewed every 3 months or on any occasion another concern is raised.

## References

1. DfE Guidance – Working together to Safeguard Children, March 2015
2. Prohibition on reporting or publishing allegations about teachers in section 141F of the Education Act 2002
3. CMI and CCS Safeguarding and Child Protection Policy
4. Keeping Children Safe in Education, 2020