



**Bosworth  
Independent  
College**

# **Policy on Allegations Against Staff of Suspected Child Abuse**

---

Reviewed	June 2019
Next Review Date	June 2020
Lead for Review	Principal

### **Allegations may include**

- An employee has behaved in a way that has harmed a child or may harm a child- physically, emotionally, sexually or negligently
- An employee has committed a criminal offence against or related to a child, for example theft
- An employee has behaved towards a child or children, either at College or out of College, in a way that indicates unsuitability to work with children

All students at the College are considered to be children in this context.

### **Any person initially receiving an allegation or concern must**

- Take all allegations/concerns seriously
- Record details of what is being alleged using informal words – sign and date the document
- Avoid conducting in-depth questioning or requesting written statements
- Immediately inform Principal. If the allegation is against the Principal, the Chair of Governors (Michael Spens) must be informed before the Principal is informed.

The Principal / Vice Principal will, within one working day, contact the Designated Officer for initial consideration. The advice will be acted on accordingly.

The Designated Officer will advise on who else should be informed at this stage. Information about an allegation will be restricted to those who have a need to know.

The College will fully cooperate with any advice provided by the Designated Officer.

The member of staff will be suspended if a child is at risk from significant harm, the allegation warrants investigation by the police or the suspension is necessary to allow the investigation to proceed unimpeded. In such a situation the member of staff will be given access to support networks.

If the allegation goes to a strategy meeting a summary report will be written and a copy kept in confidence on the employee's file. The member of staff will be provided with a copy and the parents will be informed of the outcome. If parents are dissatisfied, they may use the College Complaints Procedure.