

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 2015)

In Gloucestershire we have two LADOs: **Jane Bee** and **Kath Whittaker,**they are supported by Rebecca Timmis, the Allegations Management Co-Ordinator.  They can be contacted on **01452 426 994**or **01452 425 017**and Rebecca 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 against a staff member the nursery manager must

be informed ***immediately***. Then the nursery manager will take action as set out

In the following clauses of this policy.

* The nursery manager will meet the complaint in order to gather as much information as possible and to ensure that all relevant issues are completely clear. The nursery manager will not attempt to conduct any sort of investigation.
* The nursery manager will inform ***OFSTED within 14 days***.
* Depending upon the nature of the complaint the nursery manager will interview the accused person to hear his/ her side of the story. NB if the complaint involves alleged sexual abuse the nursery manager will not interview the person concerned and will not alert him/ her to the concerns until the social services and/ or police have been consulted.
* The staff member involved will be suspended with pay with pending investigation.
* The nursery manager will keep clear written records of all discussions and observations involving the complaint, the accused person, and any other persons interviewed.
* The nursery manager will maintain close contact with the 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 remains 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.