



Allegations of abuse by a member of staff policy Reviewed April 2021

Introduction

This policy outlines the approach that Lollipops Pre-school Limited (Lollipops) has towards allegations of abuse made against its staff.

Lollipops is determined to provide a safe environment for children, and our recruitment and behaviour management policies are designed to ensure that our staff contribute to this aim. We take allegations of abuse seriously and recognise that we must protect the rights of the individuals involved.

We follow the guidance of the Kent Safeguarding Children Board when responding to any complaint that a member of staff or volunteer has abused a child.

Policy

All staff and volunteers are made aware of their responsibility to report all allegations of child abuse and to alert others where appropriate if they suspect that child abuse may have occurred and they are concerned 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 or related to a child
- behaved towards a child or children in a way that indicates he/she poses a risk of harm if they work regularly with children

If an allegation of abuse is made against a member of staff we will follow the procedures set out in Appendix A "ALLEGATIONS OF ABUSE AGAINST MEMBER OF STAFF PROCEDURE", part of which involves consulting the Kent County Council and notifying Ofsted.

We will suspend any member of staff against whom such an allegation is made on full pay for the duration of the setting investigation. This is not an indication of admission that the alleged incident has taken place, but is designed to protect the children and families as well as the member of staff throughout the process.

Lollipops will co-operate entirely with any police or legitimate third-party investigation.

Additionally, Lollipops will:

- ensure that all parents know how to complain about staff or volunteer action within the pre-school, which may include an allegation of abuse; and
- co-operate entirely with any police or legitimate third-party investigation

We recognise that a staff member who has suspicions or concerns about another member of staff may feel uncomfortable reporting concerns to their manager. They can report their concerns confidentially and directly to the Local Authority Designated Officer (LADO) on 03000 410 888 or email kentchildrenslado@kent.gov.uk. If a call is urgent i.e. **a child is in immediate danger**, and the call cannot go through to the officer on Duty, the call should go through to the Front Door team on 03000 41 11 11.

See Appendix a (attached) for more information on our procedures.

See also our Whistle Blowing Policy & Safeguarding Policy.

Authority

Michelle Bentham
Acting Manger

Rachelle Harte
Nominated Person

Kent County Council - Safeguarding Procedures for managing allegations against staff

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Appendix A

