



Culcheth Primary School

Allegations Against Adults Policy 2025-2026

Date policy last reviewed: September 2025

Last updated: September 2025

Culcheth Community Primary School Safeguarding Statement

“Culcheth Community Primary School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and visitors to share this commitment.”

Culcheth Community Primary School Equality Statement

“Culcheth Community Primary School promotes equal opportunities for all pupils, staff and service users. We ensure that all persons have equal access to the full range of opportunities provided by the school. We celebrate diversity and actively encourage respect for all as well as promoting fairness and justice in the education that we provide.”

Introduction

The Governing Body of Culcheth Community Primary School recognises its collective responsibility to safeguard and protect the welfare of children and young people in accordance with its statutory responsibility under Section 175 of the Education Act 2002 and where appropriate under the Children Acts.

Culcheth Community Primary School recognises that an allegation may be made against a member of staff.

If such an allegation is made, the member of staff receiving the allegation will immediately inform the Head teacher. The Head teacher should then inform the Chair of Governors.

The Head teacher on **all** such occasions will discuss the content of the allegation with the LA's Senior Adviser for Safeguarding Children in Education within 1 working day.

If the allegation made to a member of staff concerns the Headteacher, the designated teacher will immediately inform the Chair of Governors who will consult with the LA's Senior Adviser for Safeguarding Children in Education.

The school will follow the LA procedures for managing allegations against staff, a copy of which will be readily available in the school.

Reference should be made to "Working together to Safeguard Children" 2023.

All members of staff and other regular volunteers within the school will be asked to read this policy.

This policy will be reviewed on an annual basis, in conjunction with other Child Protection policies.

Responsibility of the School

The School will manage all allegations against staff and / or volunteers in accordance with the agreed Safeguarding Procedures and has a nominated 'Designated Person' who will liaise with the Local Authority's Designated Officer for Safeguarding on all matters of concern which meet any of the following criteria:-

It appears that the person has:

- Behaved in a way that has harmed a child, or may have harmed a child; or,
- Possibility committed a criminal offence against or related to a child; or,
- Behaved in an inappropriate way towards a child which may indicate that he or she is unsuitable to work with children.

In addition, these procedures will be used:-

- If there are concerns about the person's behaviour towards their own children; or,
- Children unrelated to their employment or voluntary work, and there has been a recommendation from a strategy discussion that consideration should be given to the risk posed to children they work with; or,
- When an allegation is made about abuse that took place some time ago and the accused person may still be working or having contact with children.

The School will not attempt to manage allegations or concerns which meet any of the above criteria, through other mechanisms such as the School Complaints Procedure or Disciplinary Procedures, unless written agreement to do so has been confirmed by the Local Authority Designated Officer for Safeguarding.

Culcheth Community Primary School will provide the Local Authority Designated Officer for Safeguarding, the Police and Children's Social Care with any personal data / information about staff members, governors, children or parents which the said organisation(s) deem relevant to child protection enquires.

The school will attend all strategy meetings organised to discuss allegations made against staff and / or volunteers and will provide the meeting with any necessary reports as required.

Collective Responsibility of the Governing Body

The Governing Body will appoint a nominated Governor with responsibility for Child Protection, who will monitor and review arrangements within the school for the delivery of Child Protection and in particular arrangements are in place for managing allegations against staff and volunteers.

The nominated Governor with responsibility for Child Protection will have a number of specific duties and in particular will ensure that:-

- There is a termly agenda item at the Safeguarding Committee meeting to discuss Child Protection procedures, training and the number of incidents (without any reference to names / details) and is reported to the full Governing Body.
- They act as a point of contact for the Local Authority, if the Headteacher is the subject of a child protection complaint or investigation.

The Governing Body will ensure that all members of staff and regular volunteers receive a copy of the DfE guidance document entitled “Guidance for safer working practice for those working with children and young people in education settings”.

The Governing Body will ensure that the school operates an incident recording system whereby staff and / or volunteers record unusual incidents, issues or actions involving adults and children / young people which they feel may possibly be misconstrued at a later date. The school will ensure that any such issues, incidents or actions which are of immediate concern in accordance with child protection or other school procedures, will be actioned in accordance with agreed arrangements and protocols.

Allegation Management

For the management of all allegations refer to the Safeguarding / Child Protection Policy.

Supporting Documents

This policy should be used in conjunction with the following school documents:

- Keeping Children Safe in Education; Statutory guidance for schools and colleges (2025)
- Working Together to Safeguard Children (2023)
- What to do if you're worried a child is being abused (2015)
- Guidance for safer working practice for those working with children and young people in education settings, Safer Recruitment Consortium (2024)
- Education Act (2011)
- The Childcare Act (2006)
- Whistle Blowing Policy
- Code of Conduct
- Safeguarding & Child Protection Policy
- Complaints Policy & Procedure