



# **Muswell Hill Primary School**

## **Managing Allegations against Staff and Volunteers Statement**

**Agreed:** February 2020

**Reviewed:** February 2021

**Next review:** Spring 2022

**Muswell Hill Primary School is a Rights Respecting School, based upon the UNICEF Convention of the Rights of the Child.**

**We believe that all children should grow up aware of these rights and respect these rights for themselves and for others. Being a Rights Respecting School underpins policies throughout the school. As policies are reviewed within the cycle, they are adapted to demonstrate this. Reviews started in the academic year of 2019/20. The school received the Bronze Award in July 2020 and is currently working towards the Silver Award.**

## **Vision & values**

At Muswell Hill Primary we have worked hard to create a successful, high achieving, happy, inclusive community. One we are proud of and one which enables us to work in partnership with others, celebrate our successes and empower our children to be the best versions of themselves. Our community is where friendships thrive and where children are encouraged to discover a world of possibilities in a challenging yet supportive setting. Here at Muswell Hill Primary School, we embrace the joy of learning every day, through our strong, rich, broad curriculum.

## **5 Golden Values**

**Respect** (for themselves and each other)

**Integrity** (acting with at all times)

Sense of **Resilience**

**Curiosity** (discovering the world around them)

**Creativity** (exploring their learning journey)

## **The following articles underpin our vision & values:**

Article 28: The Right to an Education

Article 12: Respect for children's views

Article 29: Goals of Education

Article 13 and 14: Freedom of Expression/Thought

Article 42: Knowledge of Rights

Article 27: Standard of living for Physical, Emotional and Mental Health needs

## **Commitment to our pupils**

**At Muswell Hill Primary School, the staff and governors are working every day so that by the time you leave us:**

1. You will love learning new things, feel ready for the future and want to keep on learning.
2. You will understand how you learn best, learn from your mistakes and how to persevere.
3. You will know what it feels like to be motivated to be good at something, and to have achieved your very best.
4. You will understand just how incredible you are! You will believe in yourself and have the confidence to follow your dreams.
5. You will have grown as healthy and strong as you can, and you will know how to look after your body and your mind.
6. You will know friendship and will have learned how to get along with other people.
7. You and your family will be supported and cared for if you struggle or meet obstacles during your time with us.
8. You will feel part of your community, proud of your school, and inspired to make a difference.
9. You will leave Muswell Hill with lots of good memories and be the best version of yourself.

Aims/Mission: ***Everyone belongs here, everyone has a voice, and everyone is heard***

**Section 17 of the school's Child Protection and Safeguarding Policy and Procedures outlines the school's action in Managing Allegations against Staff and Volunteers:**

**Section 17**

**Allegations Against Members of Staff and Volunteers**

- Muswell Hill Primary School recognises that it is possible for any member of staff, including volunteers, governors, contractors, agency and third-party staff (including supply teachers) and visitors to behave in a way that:
  - Indicates they have harmed a child, or may have harmed a child;
  - Means they have committed a criminal offence against or related to a child;
  - behaved towards a child or children in a way that indicates he or she may pose a risk of harm to children; or
  - behaved or may have behaved in a way that indicates they may not be suitable to work with children.
  
- All staff and volunteers should feel able to raise concerns about poor or unsafe practice and potential failures in the school safeguarding regime. The leadership team at Muswell Hill Primary takes all concerns or allegations received seriously.
  
- Allegations should be referred immediately to the Headteacher who will contact the [Local Authority Designated Officer](#) (LADO) to agree further action to be taken in respect of the child and staff member.
  
- In the event of allegations of abuse being made against the Headteacher, staff are advised that allegations should be reported to the chair of governors who will contact the LADO. **In the event of concerns/allegations about the headteacher this should be reported directly to the LADO.**
  
- All staff and volunteers should feel able to raise concerns about poor or unsafe practice and such concerns will always be taken seriously by the leadership team.
  
- All members of staff are made aware of the school Whistleblowing Policy which is on the school website, It is a disciplinary offence not to report concerns about the conduct of a colleague that could place a child at risk.
  
- Staff can access the NSPCC whistleblowing helpline if they do not feel able to raise concerns regarding child protection failures internally.
  - Staff can call 0800 028 0285 (8:00 AM to 8:00 PM Monday to Friday) or email [help@nspcc.org.uk](mailto:help@nspcc.org.uk).
  
- Muswell Hill Primary School has a legal duty to refer to the Disclosure and Barring Service (DBS) anyone who has harmed, or poses a risk of harm, to a child, or if there is reason to believe the member of staff has committed one of a number of listed offences, and who has been removed from working (paid or unpaid) in regulated activity, or would have been removed had they not left. The DBS will consider whether to bar the person.
  - If these circumstances arise in relation to a member of staff at our school, a referral will be made as soon as possible after the resignation or removal of

the individual in accordance with advice from the LADO and/or Schools Personnel Service.

**Muswell Hill Primary School also follows guidance produced by the Local Authority as follows:**

<https://haringeyscp.org.uk/p/guidance-and-legislation/allegations-against-staff>

## **Allegations Against Staff**

All organisations providing services to children and young people must ensure that their staff and volunteers (paid, unpaid, casual, agency and self-employed workers) are safe to do so.

The vast majority of adults who work with children/young people act professionally and aim to provide a safe and supportive environment for the children and young people they work with. However, there are adults who will deliberately seek out, create or exploit opportunities to abuse children.

The Local Authority Designated Officer (LADO) in Children and Young People's Services 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 a child, 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 or she would pose a risk of harm if they work regularly or closely with children.

This applies to allegations both in and outside the workplace.

The LADO is involved from the initial phase of the allegation through to the conclusion of the case. They will provide advice, guidance and help to determine whether the allegation sits within the scope of the procedures. The LADO helps co-ordinate information-sharing with the right people and will also monitor and track any investigation, with the aim to resolve it as quickly as possible.

Haringey's LADO is [Sarah Roberts](#)

[LADO Allegations Threshold document \(PDF, 106KB\)](#)

## **Contact**

For advice and information about allegations against staff and volunteers please contact us on 020 8489 2968/079 8031 6571 or email [LADO@haringey.gov.uk](mailto:LADO@haringey.gov.uk).  
Alternative numbers 020 8489 1031/ 5432/ 3205

## **Referral form**

You can download the Local Authority Designated Officer (LADO) referral form here:

[LADO Referral Form \(Doc, 56KB\)](#)

Any incident where a child or young person or any other person has grounds to believe that a member of staff has crossed the boundary of acceptable behaviour and may have caused harm to a child or young person should be reported.

**All allegations should be reported without delay to:**

Haringey's Local Authority Designated Officer (LADO)  
2nd Floor River Park House  
London  
N22 8HQ

Tel: **020 8489 2968**

Alternative numbers: **020 8489 1031/ 5432/ 3205**

Email: [lado@haringey.gov.uk](mailto:lado@haringey.gov.uk)

## **Download Guidance**

- [Keeping Children Safe in Education \(external link\)](#)
- [Working Together to Safeguard Children \(external link\)](#)

**Additionally, Muswell Hill Primary School adheres to Guidance for Safer Working Practice for those working with Children and Young People in Education Settings – May 2019 and the Covid Addendum published in April 2020.**