



Allegations about members of the workforce

All staff members are made aware of the boundaries of appropriate behaviour and conduct. These matters form part of staff induction and are outlined in the Staff Handbook / Code of Conduct.

The school works in accordance with statutory guidance and the Allegations against Staff/Volunteers (ASV/LADO) procedures (LSCB, 2017) in respect of allegations against an adult working with children (in a paid or voluntary capacity). Section 7 of the current London Child Protection Procedures provides detailed information on this.

The school has processes in place for reporting any concerns about a member of staff (or any adult working with children).

Head Teacher

For example

- Has a child made a disclosure
- Has a parent or carer expressed concerns
- Has another member of staff raised concerns



**Use the Staff Concern Form to document your concerns
Contact the Headteacher in person or by calling 02077864800**

Any concerns about the conduct of a member of staff are to be referred to:

**Fiona MacCorquodale the Head Teacher, who is the Designated Safeguarding
Manager for LADO referrals**

Staffing matters are confidential and the school operates within statutory guidance around Data Protection.

**Where the concern involves the Head teacher, report directly to the Chair of Governors
(See the Safeguarding and Child Protection Policy).**

ASV/LADO procedures (LSCB, 2017) require that, where an allegation against a member of staff is received, the Head teacher, DSL or the Chair of Governors must inform the duty Local Authority Designated Officer (LADO) on **0207 527 8101/8102** within one working day or email lado@islington.gov.uk. However, wherever possible, contact with the LADO will be made immediately as they will then advise on how to proceed and whether the matter requires police involvement. This will include advice on speaking to pupils and parents and HR. The school will not carry out any investigation before speaking to the LADO.

You can download a referral form see below and email this back to the LADO:

<https://www.islingtonscp.org.uk/professionals/local-authority-designated-officer>

Parents or others in the wider school community with concerns can contact the NSPCC general helpline on: 0808 800 5000 (24-hour helpline) or email: help@nspcc.org.uk.