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| Safeguarding and Welfare Requirements: | |
| Policy Name: | ALLEGATION AGAINST STAFF POLICY Children Service |
| Policy Creation Date: | October 2019 |
| Last review: | November 2023 |
| Next review: | November 2024 |
| Owner: | Children's Service Manager To be ratified By the Board of Trustees |

***Throughout this policy the term 'staff' includes paid staff, board members, volunteers and students.*

Policy Statement

It is essential that an allegation of abuse made against a member of staff, a student on placement or volunteers here at the Rainbow Centre is dealt with fairly, quickly, and consistently, in a way that provides effective protection for our participants and at the same time supports the person who is the subject of the allegation. The procedures outlined in this policy will be followed alongside the Complaints Policy and Procedure, Child Protection Policy and Procedure.

All staff should understand what to do if they receive an allegation against another member of staff or they themselves have concerns about the behaviour of another member of staff. It is our policy that all allegations will be reported straight away to the Service Manager (EYDSLs).

EYDSL: Eniko Kocsis, Zsuzsi Olexa

Our commitments for safeguarding children are:

We recognise our moral and statutory responsibility to safeguard and promote the welfare of all children.

We make every effort to provide a safe and welcoming environment underpinned by a culture of openness where both children and adults feel secure, are able to talk and believe that they are being listened to.

We maintain an attitude of "it could happen here" where safeguarding is concerned. The purpose of this policy is to provide staff, volunteers and trustees with the framework they need in order to keep children safe and secure in our centre, and to inform parents and guardians how we will safeguard their children whilst they are in our care.

We are committed to promoting awareness of child abuse issues throughout training for staff and volunteers.

We are committed to empowering young children, through the **Statutory Framework for the Early Years Foundation Stage (September 2021)**, promoting their right to be strong, resilient and listened to.

Under the **Counter-Terrorism and Security Act 2015** we also have a duty "to have due regard to the need to prevent people from being drawn into terrorism" (see *British Values Policy Statement*

Policy Guidance

- This policy follows the Government guidance in Chapter 5 of 'Safeguarding Children and Safer Recruitment in Education.
- The Rainbow Centre also adopts the Government guidance: "Working Together to Safeguard Children 2018
- Keeping Children Safe in Education September 2023 - Part four: Allegations made against/Concerns raised in relation to teachers, including supply teachers, other staff, volunteers and contractors.

This policy will be used in respect of all cases in which it is alleged that a member of staff has:

- behaved in a way that has harmed a child, or may have harmed a child and/or
- possibly committed a criminal offence against or related to a child, and/or
- behaved towards a child or children in a way that indicates he or she may pose a risk of harm to children, and/or
- behaved or may have behaved in a way that indicates they may not be suitable to work with children, includes behaviour that may have happened outside of school or college, that might make an individual unsuitable to work with children, this is known as transferable risk.

There may be up to 3 strands which are taken into consideration following the report of an allegation:

- a police investigation of a possible criminal offence
- enquiries and assessment by children's social care about whether a child is in need of protection or in need of services
- consideration by the Rainbow Centre of disciplinary action in respect of the individual

Legal framework:

This policy has been drawn up based on law and guidance that seeks to protect children namely:

The Protection of Children Act (1999)
Data Protection Act (2018)
The Childrens Acts (1989 and 2004)
Every Child Matters (2003)
Childcare Act (2006 and 2016)
Children, Schools and Families Act (2010)
Working together to safeguard children (2018)
Counter-Terrorism and Security Act (2015)
Disqualification under the Childcare Act (2006)
Keeping Children Safe in Education (2023)

Contact Details for External Support:

Local Authority Designated Officer:

Barbara Piddington / Fiona Armfield / Shona McMinn/ Amy Puncheon

Tel No: 01962 876364

Email: child.protection@hants.gcsx.gov.uk

Local Safeguarding Children Board:

LSCB, Compliance House,
The Walled Garden,
Herriard Park Estate,
Herriard,
RG25 2PL
Email: hscb@hants.gov.uk
Tel No: 01962 876230

Ofsted:

National Business Unit
Piccadilly Gate
Store Street
Manchester
M1 2WD
Email: enquiries@ofsted.gov.uk
Ofsted Contact Number: **0300 123 1231**

Social Services Emergency Duty Call Number: 0845 600 4555

NSPCC Helpline: 0808 800 5000

Hampshire Childrens Service: 03005551384

Children's Professional Line: 01329 225 379