



06.27 Dealing with allegations against staff, carers and anyone living or working on the premises where Ofsted registered childcare takes place

Openwoodgate Pre-school will adhere to the procedures set out under 'Allegations Made Against Professionals' (Allegations of Abuse by Teachers and other Staff), this document can be found on the Derby City and Derbyshire Safeguarding Childrens website.

See Flow Chart in Appendix G

We will ensure that the allegations threshold is considered, where it is alleged that anyone working in the early years and childcare setting that provides education for children under 18 years of age, including supply teachers and volunteers 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 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.

This may also mean a referral to the Police. A referral to the Police will also apply:

- Regardless of whether the early years and childcare setting is where the alleged abuse took place.
- Allegations against a member of staff who is no longer teaching or working in early years and childcare .
- Historical allegations of abuse taking place in the early years and childcare setting.

In our considerations where it is felt it meets the criteria, or we require advice, we will make a referral in every case to the Local Authority Designated Lead (LADO), using the Derby and Derbyshire LADO Referral Form and that this is done by an appropriate member of the Leadership Team of the early years and childcare setting within 24 hours.

See Flow Chart in Appendix G

Openwoodgate Pre-school will ensure we have followed all the necessary duties and processes under this process and under Whistle Blowing if this applies.



Where the allegations are substantiated, Openwoodgate will fully ensure any specific actions are undertaken on the management of this outcome and during the exit arrangements, and as outlined in part four of Keeping Children Safe in Education statutory Guidance for schools/colleges.

Where the allegations are not substantiated in all cases the LADO has an advisory role to establish any next steps.

The setting will also notify the Disclosure and Barring Service
<https://www.gov.uk/government/organisations/disclosure-and-barring-service>

Ofsted must also be informed of the incident within 14 days. This must be done by completing the on-line referral form available here: Report a serious childcare incident - GOV.UK (www.gov.uk)

The setting's insurance company should also be informed of a potential situation, without sharing any confidential information, in case legal advice/representation maybe needed in the future.

A low-level concern:

Allegation/concerns that do not meet the harms threshold are referred to as 'low level concerns'. A low-level concern will be recorded and retained on the individual's personnel file. Records will also be reviewed so that Records should be reviewed so that potential patterns of concerning, problematic or inappropriate behaviour can be identified.

We will make this aware to all staff and in line with our staff code of conduct and guidance's around safer working practices and promoting safe cultures in schools.

The policy and processes will apply to contractors, supply and agency staff and we will inform their employer to assist them in determining any historical context, the current concerns and decision making.

See 'Managing allegations against adults working with children' DDSCP leaflet link below:

<https://www.ddscp.org.uk/media/derby-scb/content-assets/documents/procedures/leaflets/LADO-Information-Leaflet-March-2018.pdf>