



Northstar
Nurture School

Allegations of Abuse Policy 2025 - 2026

This policy was reviewed on:

Date: September 2025

By: Euan Macdonald

Policy will be reviewed on: August 2026

This policy was ratified/reviewed by Governors on:

Date: September 2025

Frequency of review: Annually

Note: This document uses the most current Government information and guidance at the time of writing. It may change according to Government policy.

1 | What we want to achieve

Our aim is that any allegation of abuse made against a member of staff or a volunteer that works at our school should be dealt with fairly, quickly, with effective protection for the student and with support for the member of staff or volunteer.

2 | Reasons for the policy

As part of the school's commitment to safeguarding children generally and promoting the welfare of its students, any allegation of child abuse made against anyone working in school will be taken very seriously.

3 | Related documents

To be read in conjunction with:

- DfE Keeping children Safe In Education September 2025
- Staff Discipline, Conduct & Grievance Policy
- Barking & Dagenham Safeguarding Children's Board (HSCB) Procedures

4 | Barking & Dagenham SCB - Contact details

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<https://bdsafeguarding.org/children-young-people/>

5 | Scope

This policy applies to any allegation of abuse of a person under 19 years of age by someone who works in a paid or unpaid capacity on the school premises regardless of where the abuse is alleged to have occurred or whether or not the alleged victim has ever been on the school roll.

For the purposes of this policy abuse means:

- behaviour that has or may have harmed a child
- a criminal offence committed against or related to a child
- behaviour towards a child or children that indicates that the person is unsuitable to work with children.

6 | Broad guidelines and responsibilities

- The Senior Leadership Team (SLT) will ensure that the School's Procedures for Dealing with Allegations of Abuse are kept relevant and in line with statutory guidance and brought to the attention of staff and volunteers regularly and always as part of their induction.
- The person responsible for seeing that the Procedures are followed, referred to hereafter as Response Manager, will normally be the Headteacher. Where the Headteacher is the subject of the allegation of abuse the Response Manager will be the Chair of Governors
- At least one member of the SLT must be aware of the sources of helpline and other support.

7 | There may be up to 3 strands in the consideration of an allegation:

- a police investigation of a possible criminal offence;
- enquiries and assessment by children's social care of whether a child is in need of protection or support services;
- consideration of whether the person against whom the allegation is made should

be the subject of school disciplinary action.

In the interests of fairness to all parties every effort will be made to maintain confidentiality and to guard against publicity while an allegation is being investigated/considered.

The Response Manager will keep the subject of the allegation informed of the progress of the investigation/consideration and is responsible for ensuring that they receive such other support as may be appropriate.

To meet the school's safeguarding responsibilities investigation/consideration will not cease because the person has resigned or ceased to work at school. Thus so-called "compromise agreements" will not be used in cases of alleged child abuse.

Notwithstanding the commitment to confidentiality the school will liaise with relevant police and Children's Services staff as appropriate.

Non-judgmental suspension will be considered where the allegation would be serious enough to be grounds for dismissal or where the presence of the person in school could prejudice effective investigation or interfere with the smooth running of the school.

If an allegation is substantiated, with advice from B&D LADO (local authority designated officer) the Staff Discipline Committee will consider whether a referral to the General Teaching Council or to the Government for consideration of List 99 action is appropriate.

Where it has been decided that a suspended staff member can return to work, the Response Manager will ensure that the school makes arrangements that best facilitate that, including the provision of any support that may be necessary.

Where an allegation is found to be false or unfounded, the Response Manager will ensure that Children's Social Care are asked to consider whether support is needed by the child or possible abuse by another party needs to be investigated.

Where it can be shown that the allegation was deliberately invented or malicious, if it was made by a student the student will be dealt with in accordance with the Student Discipline Policy, otherwise the matter will be referred to the police.

The School Procedures set out the records to be kept in all cases, regardless of outcome, and access that will be given to these. Records of an investigation will be kept by the school until the accused person reaches normal retirement age or for 10 years from the date of the investigation, whichever is longer.

8 | Monitoring the impact

The impact of this policy will be reviewed as part of the full Governing Body's consideration of Safeguarding at any meeting where a report has been given that the policy has been consulted in relation to an issue arising at school. The school will also look to BDSCB for support with reviewing the policy and procedures and their application.