

Broughton Jewish Primary School



Allegations of Abuse Against Staff Statement

Author	S. Caplan July 2023
Date Approved	September 2023
Signed by Chair of Governors	D Bondt
Committee Delegated	S/G BA & PD
Renewal Period	1 year

1.

2. Statement of intent

3. Broughton Jewish Primary School (BJPS) takes its responsibility of care for pupils seriously. We will thoroughly investigate allegations of abuse against staff – this will be done in a fair way that does not prejudice either the pupil or the member of staff. Any investigation of an allegation of abuse will be made in line with this statement and we will provide both the accuser and accused with the support they require during the investigation.

The stipulations within this statement apply to all staff and volunteers currently working in school, regardless of whether the school is the location of the abuse. Allegations against a staff member who is no longer working at the school will be referred to the police, along with any historical allegations.

BJPS refers to the Discipline Policy for School Based Staff. It follows its guidance and procedures. It also takes into account Part 4 of Keeping Children Safe in Education 2023 and Chapter 4 of Working Together to Safeguard Children 2018. BJPS will take advice from the LADO or other outside agencies as to which procedures need to be followed. We can also access:

https://greatermanchesterscb.proceduresonline.com/chapters/p_man_allegations.html

Staff, Volunteers and Governors are regularly reminded of their responsibilities in ensuring they maintain professional boundaries with pupils at all times, to ensure no misunderstanding takes place and to protect both the children and the adults. Adults can help to protect themselves by;

- Avoiding physical contact with pupils unless really necessary and age appropriate
- Not being in a room alone with pupils, unless door is open or room is visible from outside
- Not giving out personal information to, and not going onto social media with pupils
- Not sending texts, emails, photos to pupils
- Maintaining the professional boundaries that go with the job (see Code of Conduct, Child Protection Policy, Teachers standards)

Staff, Volunteers and Governors are made aware of the School's Whistleblowing Policy. The children's welfare is paramount and as such if there is any cause for concern, no matter what the status of the alleged perpetrator, then the matter must be passed on to either the DSL, the Head, the Chair of governors or the Authorities (Director of Salford LA, OFSTED Whistleblowing Line - 0300 123 3155 or the Public Concern at Work Whistleblowing Line (now called PROTECT) - 020 3117 2520)

It is everyone's duty to ensure that all pupils and adults are kept safe and therefore everyone must be alert to what is going on around them. Any concerns, however minor, must be passed onto the DSLs, or as above.