

At Aspire North East Multi Academy Trust, we seek to ensure that all staff take care not to place themselves in an inappropriate position with a student. Where possible, work with individual students should be conducted in the view of other adults. If staff members have concerns about another staff member, then this should be referred to the Chief Executive Officer / Headteacher.

Part four of KCSIE 2020 (Keeping Children Safe In Education 2022) is provided to give guidance about managing cases of allegations that might indicate a person would pose a risk of harm if they continue to work in regular or close contact with children in their present position, or in any capacity. The guidance is used in respect of all cases in which it is alleged that a teacher or member of staff (including volunteers) within the Trust that provides education for children under 18 years of age 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; or behaved towards a child or children in a way that indicates he or she would pose a risk of harm to children.

These behaviours should be considered within the context of the four categories of abuse (i.e. physical,

and child minders. This chapter also applies to any person, who manages or facilitates access to an establishment where children are present.

The employer must inform the local authority Designated Officer within when an allegation is made and prior to any further investigation taking place. The local authority Designated Officer will advise the employer whether or not informing the parents of the child/ren involved will impede the disciplinary or investigative processes. Acting on this advice, if it is agreed that the information can be fully or partially shared, the employer should inform the parent/s. In some circumstances, however, the parent/s may need to be told straight away (e.g. if a child is injured and requires medical treatment).

The parent/s and the child, if sufficiently mature, should be helped to understand the processes involved and be kept informed about the progress of the case and of the outcome where there is no criminal prosecution. This will include the outcome of any disciplinary process, but not the deliberations of, or the information used in, a hearing.

The employer should seek advice from the local authority Designatioprk59.98 Tm2845 595.32 84.92 reemprk59.98