

THE APOLLO EDUCATION PROJECT

The Apollo Education Project Policy: Allegations against Staff

Policies at The Apollo Education Project are written in accordance with the five outcomes contained within Every Child Matters:

- Being healthy
- Staying safe
- Enjoying and achieving
- Making a positive contribution
- Achieving economic wellbeing

The Apollo Education Project guidance takes into account the statutory guidance outline below:

- the Children Act 1989;
- section 175 of the Education Act 2002 (local authorities, governing bodies of maintained schools and institutions in the further education sector);
- section 157 of the Education Act 2002 and the Education (Independent School Standards) (England) Regulations 2010
- the Children Act 2004;
- Section 11 of the Children Act 2004 (other agencies); and
- Sections 141F, 141G and 141H3 of the Education Act 2002.

KEY POINTS

- If an allegation is made against a teacher the quick resolution of that allegation will be a clear priority to the benefit of all concerned. At any stage of consideration or investigation, all unnecessary delays will be eradicated.
- In response to an allegation staff suspension will not be the default option. An individual will only be suspended if there is no reasonable alternative. If suspension is deemed appropriate, the reasons and justification will be recorded by the Project and the individual notified of the reasons.
- Allegations that are found to have been malicious will be removed from personnel records and any that are not substantiated, are unfounded or malicious should not be referred to in employer references.
- Pupils that are found to have made malicious allegations are likely to have breached Project behaviour policies. The Project will therefore consider whether to apply an appropriate sanction, which would include temporary or permanent exclusion (as well as referral to the police if there are grounds for believing a criminal offence may have been committed).
- The procedures will make it clear that all allegations will be reported straight away, normally to the Centre Manager or reports will be made to the Managing Director.

- The Local Authority Designated Officer (LADO) is Paul James and he can be contacted at Unity House, telephone number 01582 548100.

Review date: September 2016