

BEFORE THE PROFESSIONAL CONDUCT PANEL
OF THE TEACHING AGENCY

IN THE MATTER OF

THE TEACHING AGENCY

- AND -

CHRISTOPHER HOOD

EXHIBIT 31

Guidance



Organisation &
Management

Safeguarding Children in Education:

Dealing With Allegations of Abuse Against Teachers and Other Staff



department for
education and skills
creating opportunity, releasing potential, achieving excellence

Safeguarding Children

Status: Strongly

Recommended

Date of Issue: November 2005

Ref: **DPA**

Related documents:

**Safeguarding Children In
Education**

(Ref: **DPA**)

Superseded Documents: None

Audience:

Local Authorities

**Governing Bodies of
maintained schools**

**Governing Bodies of non-
maintained special schools**

**Corporations of Further
Education Institutions**

**Proprietors of Independent
schools**

Head teachers of all schools

**Principals of Further
Education Institutions**

**Employment Agencies and
Businesses that provide staff
to schools**

Introduction

1. This guidance is about managing cases of allegations that might indicate that a person is unsuitable to continue to work with children in their present position, or in any capacity. It should be used in respect of all cases in which it is alleged that a teacher or member of staff in a school* (including a volunteer) 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 s/he is unsuitable to work with children.

* references to schools should be taken to include Further Education institutions and other education establishments that provide for children under 18 years of age.

2. All schools should have procedures for dealing with allegations, and all staff and volunteers should understand what to do if they receive an allegation against another member of staff or they themselves have concerns about the behaviour of another member of staff. The procedure should make it clear that all allegations should be reported straight away, normally to the Headteacher, and identify the person, often the Chair of Governors*, to whom reports should be made in the absence of the Head teacher, or in cases where the Head is the subject of the allegation or concern. Procedures should also include contact details for the designated Local Authority (LA) officer responsible for providing advice and monitoring cases.

*references to the Chair of Governors or the governing body of a school should be taken to be a reference to the proprietor in the case of an independent school.

3. 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 about whether a child is in need of protection or in need of services;
- consideration by the school of disciplinary action in respect of the individual*.

Some cases will also need to be reported to DfES for consideration of including the person on List 99, or consideration by the General Teaching Council (GTC), about possible sanctions against an individual.

*In some circumstances the school at which the person works will need to consider a case in which normal disciplinary procedures do not apply, and may need to act jointly with another organisation. That will be necessary when, for example, an allegation is made against a supply teacher provided by an employment agency or business, or against a person employed by a contractor, or a volunteer provided by a voluntary organisation. In some cases normal disciplinary procedures may not be appropriate