



Little Strides

Allegation Policy



Aim of Policy

Little Strides is committed to Keeping Everyone Safe by continuously improving the practices, processes and behaviours to underpin a safety culture that protects children from harm. This policy must be followed if a safeguarding allegation is made in relation to an adult employed by Little Strides:

- Physically harming a child
- Emotionally harming a child
- Sexually abusing a child
- Neglecting a child
- Radicalising a child.

Definitions

LADO

Local Authority Designated Officer

ASV Meeting

Allegation against staff/volunteer meeting

Scope

This policy applies to those members of staff who are directly employed by Little Strides and for whom Little Strides has legal responsibility. As part of good employment practice, agency workers are also required to abide by Little Strides policies and procedures, as appropriate, to ensure their health, safety and welfare whilst undertaking work for Little Strides.

This policy covers all Little Strides employee's. Everyone employed by Little Strides must read the policy and procedures and follow it. Setting staff must read and follow the Managing Allegations Policy and Procedures.

Accountabilities & Responsibilities

All Staff must (including Management Team):

- Ensure every member of staff is aware of and understands this policy, in addition to following the process set out in Managing Allegations Procedures.
- Ensure that anyone who works for you is aware of and understands the Whistleblowing process set out in the Whistleblowing Policy and the Speak Up Poster and can identify an allegation which meets the Safeguarding thresholds as set.

Operation Managers must:

- Ensure this policy is effectively implemented at all settings in your region.
- Line-manage the Setting Managers in relation to requirements of the Managing Allegations Policy and Procedures.
- Ensure all Setting Managers are fully inducted to and aware of this and associated policies and procedures, and ensure their knowledge and understanding is kept up-to-date.

Childcare Specialists must:

- Ensure, through audits and staff questioning, all staff including DSLs have a sound knowledge and understanding of Managing Allegations and the procedure to implement following an allegation being made.
- Ensure this policy is effectively implemented at all settings in your region.

Human Resources Advisor must:

- In the event of the staff member resigning while a "live" allegation has been made against them, a DBS referral should be considered and any reference requests received should be reviewed by HR prior to being sent.
- Forward details (of the person against whom the safeguarding allegation was made) to the DBS (Disclosure & Barring Service) in accordance with the DBS Regulations, if the outcome of an investigation results in the belief that the person has caused harm or poses a future risk of harm to vulnerable groups, including children.
- Ensure suitable and sufficient training is available for staff.



Records & Reporting

Allegation Record

To be completed by ALL staff when logging concerns about the conduct of a staff member towards a child in the nursery. The form then must be passed on to a member of the DSL team.

Body Map

To be used for the recording of any physical injury noted on the child and to be included with the Allegation Record.

DSL Allegation Response

To be completed by the DSL following the allegation being reported to them.

Allegation Shared with External Agencies

To be completed by the DSL reporting the allegation to the LADO.

Monitoring

Childcare Specialists Audits and Support Visits.

Review of Policy

Every 3 years or sooner if there is a change in legislation, guidance, change in practice or following an incident review.

Supporting Documents:

- Disciplinary Policy and Procedure
- Whistleblowing Policy
- Notification Guidance for England

Review date	Name	Position	Signature
Aug 2022	Nicola Reed	Head of Childcare & Training	N Reed