ALLEGATIONS

(Physical/Sexual/Emotional)

Contact

Head Teacher/Line Manager

(if the allegation comes in third party i.e. an allegation made against a teacher via Education Welfare, for example – contact Local Authority Designated Officer direct

Head Teacher/Line Manager to contact Local Authority Designated Officer (LADO)

LADO to discuss with Social Care or Police if Significant Harm or a Crime has taken place (see Safeguarding Procedures – Chapter 7 at www.cumbrialscb.com)

Significant Harm/Crime

Social Care/Police Initiate Strategy Meeting/Investigation

Discussions with Head (or Nominated Governors if allegation is against Head

Consider Formal Suspension

"Nature" of complaint passed to Employee (details NOT to be discussed) Inappropriate

LADO discuss with Head Teacher or Chair of Governors

Timescales for Investigation Agreed Or No Further Action agreed (Parent and Employee informed)

Investigation Completed

LADO to feedback outcome to School, Family and Employee