



MANAGING ALLEGATIONS POLICY

REFERENCE:	V02 – 09/2025
OWNERSHIP:	AP Lead
AUTHORISED BY:	Emma Draper (Director)
REVIEW:	Annually – September 2026

PURPOSE

The purpose of this policy to be used when managing cases of concerns or 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. These procedures apply to all staff, whether teaching, administrative, management or support, as well as to sessional or supply staff and volunteers. It also applies to Education Leadership Team/Directors and Churchwood Forest School AP staff members who may not be employees of the provision. The word “staff” is used for ease of description.

SCOPE

This policy applies to Churchwood Forest School AP, this includes all employees who work within Churchwood Forest School AP as well as contractors, volunteers and visitors.

SAFEGUARDING COMMITMENT

As an organisation that prioritises the safeguarding of children and all vulnerable people, The Churchwood Forest School AP is committed to providing a safe environment across all we do by actively adopting strategies that embed a culture of zero tolerance for abuse of any kind.

RESPONSIBILITIES

Staff members - responsible for immediately reporting any allegation or concern about the conduct of an adult working with children to the Designated Safeguarding Lead (DSL) or, if the allegation is against the DSL, to the Education Director.

Head of Provision - responsible for acting as the designated case manager (or delegating this



appropriately), ensuring the swift and lawful management of the allegation in line with statutory guidance, engaging with the Local Authority Designated Officer (LADO), and providing appropriate support to all involved parties, while prioritising the safety and well-being of the children.

Allegations about the Provision Lead are managed by the Education Director as case manager. Allegations about the Education Director are reported directly to the proprietor/Board and to the LADO.

DEFINITIONS

For this policy, an **allegation** refers to a concern or statement that a person who works with children (including employees, volunteers, or contractors) has: behaved in a way that has harmed, or may have harmed, a child; possibly committed a criminal offence against or related to a child; or behaved towards a child in a way that indicates they may pose a risk of harm to children. This definition includes "low-level concerns" which do not meet the harm threshold but raise a sense of unease or a "nagging doubt" about an adult's conduct. 'Low-level concern' means any concern, no matter how small (even a 'nagging doubt'), that an adult may have acted inconsistently with the code of conduct but does not meet the harms threshold; it must be shared, recorded and addressed promptly (see KCSIE 2025 Part 4, Section 2). The **Local Authority Designated Officer (LADO)** is the named individual within the local authority responsible for managing and overseeing allegations against adults working with children.

POLICY

GENERAL PRINCIPLES

Dealing with concerns and allegations made against staff

Introduction

This policy should be used in respect of all cases where there is a safeguarding concern or in which it is alleged that a member of staff 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;
- behaved towards a child or children in a way that indicates he or she may pose a risk of harm to children; or
- behaved or may have behaved in a way that indicates they may not be suitable to work with children.

This policy relates to members of staff who are currently working at a Churchwood Forest School AP provision, regardless of whether Churchwood Forest School AP is where the alleged abuse took place. Allegations against a member of staff who is no longer working at Churchwood Forest



School AP should be referred to the police.

Employers have a duty of care to their employees. They should ensure they provide effective support for anyone facing an allegation and provide the employee with a named contact if they are suspended. It is essential that any allegation of abuse made against a member of staff or volunteer in a Churchwood Forest School AP provision is dealt with very quickly, in a fair and consistent way that provides effective protection for the child and at the same time supports the person who is the subject of the allegation.

Staff not directly employed by Churchwood Forest School AP

In some circumstances Churchwood Forest School AP may have to consider an allegation against an individual that is not a direct employee of the provision, where its disciplinary procedures do not fully apply, for example, sessional support workers or supply teachers provided by an employment agency or business.

Whilst Churchwood Forest School AP is not the direct employer of sessional support staff or supply teachers, concerns or allegations against them must be dealt with properly. Churchwood Forest School AP must not simply cease to use a sessional support worker or supply teacher due to safeguarding concerns, without finding out the facts and liaising with the local authority designated officer (LADO) to determine a suitable outcome. Churchwood Forest School AP should discuss with the person's employer whether it is appropriate to suspend them, or redeploy them to another role, whilst they carry out their investigation. Churchwood Forest School AP will not simply cease to use an individual to avoid process; we liaise with the LADO and the employer/agency so that facts are established and safeguarding risks managed. Where a harmsthreshold allegation is substantiated and Churchwood Forest School AP ceases to use the person's services, we will consider DBS referral (and TRA where relevant) with the LADO/case manager.

The person's employer should be fully involved and cooperate in any enquiries from the LADO police and/or children's services but Churchwood Forest School AP may need to take the lead in order to collect the facts from children or other staff. Sessional support workers and supply teachers, whilst not employed by Churchwood Forest School AP, are under the supervision, direction and control of the proprietor when working at Churchwood Forest School AP. They



should be advised to contact their trade union representative if they have one, or a colleague for support. The allegations management meeting which is often arranged by the LADO should address issues such as information sharing, to ensure that any previous concerns or allegations known to their employer are taken into account during the investigation.

Churchwood Forest School AP should inform third party employers of the process for managing allegations at Churchwood Forest School AP when working with them.

Initial considerations

The procedures for dealing with allegations need to be applied with common sense and judgement. Many cases may well either not meet the criteria set out in the introduction above (referred to as low-level concerns), or may do so without warranting consideration of either a police investigation or enquiries by local authority children's social care services. Where the Churchwood Forest School AP safeguarding lead is unsure whether the case meets the harm threshold it should be discussed with the LADO.

Low-level concerns

In these cases, an internal investigation and where appropriate, staff disciplinary procedures should be

followed to resolve cases without delay. Churchwood Forest School AP's Staff Disciplinary Policy set out the principles and processes in place for this and Churchwood Forest School AP HR are able to support leaders with these processes. Performance management involves steps for supporting the individual to correct any unprofessional or concerning conduct at an early stage, with review points built in to ensure the situation is appropriately and sensitively handled and monitored. Details of the concern, the context in which it arose and the actions taken should be recorded on Churchwood Forest School AP's HR system. This will allow any emerging patterns to be identified and action taken – either through disciplinary procedures or to refer to the LADO.

In responding to low-level concerns, if the concern has been raised by a third party, the Provision Lead should collect as much evidence as possible by speaking:

- directly to the person who raised the concern, unless it has been raised anonymously;
- to the individual involved and any witnesses.

The information collected will help them to categorise the type of behaviour and determine what further action may need to be taken. All of this needs to be recorded along with the rationale for their decisions and action taken.



In Churchwood Forest School AP provisions where a Partner Organisation has its own performance management and disciplinary processes, this is the procedure that should be followed. Where local staff disciplinary procedures are insufficient, Churchwood Forest School AP's policies should be used. Low-level concerns should be recorded with context and rationale, reviewed to spot patterns, and escalated to the LADO if patterns emerge or the threshold is met (KCSIE 2025).

Concerns that meet the threshold

For all allegations that do meet the criteria on page 1, the Local Authority Designated Officer (LADO) must be informed.

The following definitions should be used when determining the outcome of allegation investigations:

- **Substantiated:** there is sufficient evidence to prove the allegation;
- **Malicious:** there is sufficient evidence to disprove the allegation and there has been a deliberate act to deceive;
- **False:** there is sufficient evidence to disprove the allegation;
- **Unsubstantiated:** there is insufficient evidence to either to prove or disprove the allegation. The term, therefore, does not imply guilt or innocence;
- **Unfounded:** there is no evidence or basis to support the allegation (may indicate misinterpretation or mistaken identity).

Receiving an allegation

A member of staff who receives an allegation about another member of staff from a child should follow the same guidelines as for any safeguarding concern about a child/young person. These are to:

- Listen carefully to what the young person has to say and take it seriously.
- Never investigate or take sole responsibility for a situation where a child/young person makes a disclosure.
- Always explain to children and young people that any information they have given will have to be shared with others.
- Ensure that a safeguarding concern is completed.
- Respect confidentiality and file any additional documents securely.

In addition, a member of staff receiving an allegation must:

- Ensure that the child is safe and away from the person against whom the allegation is made.
- Report it immediately to the centre-based Designated Safeguarding Lead (Provision Lead) and the person with Lead Responsibility for Safeguarding across Churchwood Forest School AP (Education Director). If the allegation is against the centre-based DSL, it should be reported directly to the person with Lead Responsibility for Safeguarding across Churchwood Forest School AP only. The Churchwood Forest School AP Safeguarding Lead and centre-based DSL will agree which of them will act as the 'case manager'.

Referral to the LADO

In the first instance, the 'case manager' should discuss with the LADO **within 1 working day** of becoming aware of the allegation (harms-threshold cases). Contact **police** immediately where there is an **immediate risk** or suspected crime, guided by NPCC thresholds. The LADO and the case manager will consider the nature, content and context of the allegation and agree a course of action. There may be situations when the case manager will want to involve the police immediately, for example if the person is deemed to be an immediate risk to children or there is evidence of a possible criminal offence. Where there is no such evidence, the case manager should discuss the allegations with the LADO in order to help determine whether police involvement is necessary.

The initial sharing of information and evaluation may lead to a decision that no further action is to be taken in regard to the individual facing the allegation or concern; in which case this decision and a justification for it should be recorded by both the case manager and the LADO, and agreement reached on what information should be put in writing to the individual concerned and by whom. The case manager should then consider with the LADO what action should follow both in respect of the individual and those who made the initial allegation.

If the case manager is anyone other than the Churchwood Forest School AP Safeguarding Lead, the case manager should involve the Churchwood Forest School AP Safeguarding Lead in discussions and wherever possible, keep them informed of the situation.

The case manager should inform the accused person about the allegation as soon as possible after consulting the LADO. It is extremely important that the case manager provides them with as much information as possible at that time. However, where a strategy discussion is needed, or police or children's social care services need to be involved, the case manager should not do that



until those agencies have been consulted, and have agreed what information can be disclosed to the accused.

Employers must consider carefully whether the circumstances of a case warrant a person being suspended from contact with children at Churchwood Forest School AP or whether alternative arrangements can be put in place until the allegation or concern is resolved. All options to avoid suspension should be considered prior to taking that step.

If there is cause to suspect a child is suffering or is likely to suffer significant harm, a strategy discussion should be convened in accordance with Working Together to Safeguard Children. If the allegation is about physical contact, the strategy discussion or initial evaluation with the police should take into account that Churchwood Forest School AP uses common-law 'reasonable force' principles (minimum force, shortest time, in the child's best interests) as benchmark guidance to control or restrain children in certain circumstances, including dealing with disruptive behaviour.

Where it is clear that an investigation by the police or children's social care services is unnecessary, or the strategy discussion or initial evaluation decides that is the case, the LADO should discuss the next steps with the case manager. In those circumstances, the options open to the employer depend on the nature and circumstances of the allegation and the evidence and information available. This will range from taking no further action to dismissal. Where appropriate, staff disciplinary procedures will be followed.

In some cases, further enquiries will be needed to enable a decision about how to proceed. If so, the LADO should discuss with the case manager how and by whom the investigation will be undertaken. In straightforward cases, the investigation should normally be undertaken by a senior member of staff, e.g., Provision Lead, Churchwood Forest School AP Safeguarding Lead, Education Leadership Team member.

However, in other circumstances, such as lack of appropriate resource within either Churchwood Forest School AP or the Partner Organisation, or the nature or complexity of the allegation, an independent investigator may be needed. Local authorities should be able to direct the Churchwood Forest School AP provision to an appropriate and affordable facility for this.

Supporting those involved

Employees



Employers have a duty of care to their employees. They should act to manage and minimise the stress inherent in the allegations process. Support for the individual is vital to fulfilling this duty. Individuals should be informed of concerns or allegations as soon as possible and given an explanation of the likely course of action, unless there is an objection by the children's social care services or the police. The individual should be advised to contact their trade union representative, if they have one, or a colleague for support. They should also be given access to welfare counselling or medical advice where this is possible.

The case manager should appoint a named representative to keep the person who is the subject of the allegation informed of the progress of the case and consider what other support is appropriate for the individual. Particular care needs to be taken when employees are suspended to ensure that they are kept informed of both the progress of their case and current work-related issues. Social contact with colleagues and friends should not be prevented unless there is evidence to suggest that such contact is likely to be prejudicial to the gathering and presentation of evidence.

Parents or carers

Parents or carers of a child or children involved should be told about the allegation as soon as possible if they do not already know of it. However, where a strategy discussion is required, or police or children's social care services need to be involved, the case manager should not do so until those agencies have been consulted and have agreed what information can be disclosed to the parents or carers. Parents or carers should also be kept informed about the progress of the case, and told the outcome where there is not a criminal prosecution, including the outcome of any disciplinary process. The deliberations of a disciplinary hearing, and the information taken into account in reaching a decision, cannot normally be disclosed, but the parents or carers of the child should be told the outcome in confidence.

Parents and carers should also be made aware of confidentiality requirements under Data Protection Act 2018 and the law of confidence; reporting restrictions (s141F EA 20022) apply where a teacher is employed by a school. Churchwood Forest School AP will seek LADO/police advice on what information can be disclosed and to whom. If parents or carers wish to apply to the court to have reporting restrictions removed, they should be told to seek legal advice.

Child or young person

In cases where a child may have suffered significant harm, or there may be a criminal prosecution, children's social care services, or the police as appropriate, should consider what support the child or children involved may need.

Confidentiality

It is extremely important that when an allegation is made, the Churchwood Forest School AP provision makes every effort to maintain confidentiality and guard against unwanted publicity while an allegation is being investigated or considered. Communications with media/the wider community will be directed by the case manager following LADO/police advice; speculative disclosure is avoided. "Publication" includes "any speech, writing, relevant programme or other communication in whatever form, which is addressed to the public at large or any section of the public". This means that a parent who, for example, published details of the allegation on a social networking site would be in breach of the reporting restrictions.

The police will not normally provide any information to the press or media that might identify an individual who is under investigation, unless and until the person is charged with a criminal offence. (In exceptional cases where the police would like to depart from that rule, for example an appeal to trace a suspect, they must apply to a magistrates' court to request that reporting restrictions be lifted).

The case manager should take advice from the LADO, police and children's social care services to agree the following:

- who needs to know and, importantly, exactly what information can be shared;
- how to manage speculation, leaks and gossip;
- what, if any information can be reasonably given to the wider community to reduce speculation;
- how to manage press interest if and when it should arise.

Managing the situation and exit arrangements

Resignations and 'settlement/compromise agreements'

If the accused person resigns, or ceases to provide their services, this should not prevent an allegation being followed up in accordance with this guidance. A referral to the DBS *must* be made, if the criteria are met. If the accused person resigns or their services cease to be used and the criteria are met it will not be appropriate to reach a settlement/compromise agreement.¹

It is important that every effort is made to reach a conclusion in all cases of allegations bearing on

¹ A settlement/compromise agreement which prevents [provider name] from making a DBS referral when the criteria are met would be likely to result in a criminal offence being committed as [provider name] would not be complying with its legal duty to make the referral.



the safety or welfare of children, including any in which the person concerned refuses to cooperate with the process. Wherever possible the accused should be given a full opportunity to answer the allegation and make representations about it.

The process of recording the allegation and any supporting evidence, and reaching a judgement about whether it can be substantiated on the basis of all the information available, should continue even if that cannot be done or the accused does not cooperate.

So-called 'settlement/compromise agreements', by which a person agrees to resign if the employer agrees not to pursue disciplinary action, and both parties agree a form of words to be used in any future reference, should not be used in cases of refusal to cooperate or resignation before the person's notice period expires. Such an agreement will not prevent a thorough police investigation where that is appropriate.

Record keeping

Details of allegations that are found to have been malicious should be removed from personnel records. However, for all other allegations, it is important that a clear and comprehensive summary of the allegation, details of how the allegation was followed up and resolved, and a note of any action taken and decisions reached, is kept on the confidential personnel file of the accused, and a copy provided to the person concerned.

The purpose of the record is to:

- Enable accurate information to be given in response to any future request for a reference, where appropriate.
- Provide clarification in cases where future DBS checks reveal information from the police about an allegation that did not result in a criminal conviction.
- Help to prevent unnecessary re-investigation if, as sometimes happens, an allegation re-surfaces after a period of time.

The record should be retained at least until the accused has reached normal retirement age or for a period of 10 years from the date of the allegation if that is longer. Records are kept confidentially and separate from the personnel file where appropriate, and retained in line with KCSIE Part 4 and retention schedules.

References



Cases in which an allegation was proven to be false, unsubstantiated or malicious should not be included in employer references. A history of repeated concerns or allegations which have all been found to be false, unsubstantiated or malicious should also not be included in any reference.

Low level concerns should not be included in references unless they relate to issues which would normally be included in a reference, for example, misconduct or poor performance or have **met** LADO threshold and were substantiated. It follows that a low-level concern.

which relates exclusively to safeguarding (and not to misconduct or poor performance) should not be referred to in a reference. However, where a low-level concern (or group of concerns) has met the threshold for referral to the LADO and found to be substantiated, it should be referred to in a reference.

Learning from all investigations into allegations against staff will be incorporated into future policies and practice including those allegations that are not substantiated.

Timescales

It is in everyone's interest to resolve cases as quickly as possible consistent with a fair and thorough investigation. All allegations should be investigated as a priority to avoid any delay. Target timescales: the time taken to investigate and resolve individual cases depends on a variety of factors including the nature, seriousness and complexity of the allegation, but these targets should be achieved in all but truly exceptional cases it is expected that:

- 80 per cent of cases should be resolved within one month
- 90 per cent within three months
- all but the most exceptional cases should be completed within 12 months.

For those cases where it is clear immediately that the allegation is unsubstantiated or malicious, they should be resolved within one week.

Where the initial consideration decides that the allegation does not involve a possible criminal offence it will be for the employer to deal with it in line with staff disciplinary procedures, although if there are concerns about child protection, the employer should discuss them with the LADO. In such cases, if the nature of the allegation does not require formal disciplinary action, the employer should institute appropriate action within three working days. If a disciplinary hearing is required and can be held without further investigation, the hearing should be held within 15 working days.

Oversight and monitoring



The LADO has overall responsibility for oversight of the procedures for dealing with allegations; for resolving any inter-agency issues; and for liaison with the local safeguarding partners (per Working Together) on the subject. The LADO will provide advice and guidance to the case manager, in addition to liaising with the police and other agencies, and monitoring the progress of cases to ensure that they are dealt with as quickly as possible consistent with a thorough and fair process. Reviews should be conducted at fortnightly or monthly intervals, depending on the complexity of the case.

Suspension

The possible risk of harm to children posed by an accused person should be evaluated and managed in respect of the child(ren) involved in the allegations. In some rare cases that will require the case manager to consider suspending the accused until the case is resolved. Suspension should not be an automatic response when an allegation is reported; all options to avoid suspension should be considered prior to taking that step. LADO/police views should be considered but cannot require suspension; the **proprietor** (employer) decides case-by-case following a documented **risk assessment**.

Suspension should be considered only in a case where there is cause to suspect a child or other children at the Churchwood Forest School AP provision is/are at risk of harm or the case is so serious that it might be grounds for dismissal. However, a person should not be suspended automatically.

In cases where the Education Director is made aware that the Secretary of State has made an interim prohibition order in respect of an individual at the Churchwood Forest School AP provision, it will be necessary to immediately suspend that person from duty pending the findings of the NCTL's investigation.

The case manager should also consider whether the result that would be achieved by immediate suspension could be obtained by alternative arrangements. In many cases an investigation can be resolved quickly and without the need for suspension. Based on assessment of risk, the following alternatives should be considered by the case manager and discussed with the Churchwood Forest School AP Safeguarding Lead and Education Leadership Team before suspending a member of staff:

- redeployment within the provision so that the individual does not have direct contact with the child or children concerned;
- providing an assistant to be present when the individual has contact with children;



- redeploying to alternative work with Churchwood Forest School AP so the individual does not have unsupervised access to children;
- moving the child or children to groups where they will not come into contact with the member of staff, making it clear that this is not a punishment and parents have been consulted;
- temporarily redeploying the member of staff to another role in a different location, for example to another Churchwood Forest School AP provision, or the Churchwood Forest School AP national support.

The case manager should consider the potential permanent professional reputational damage to employees that can result from suspension where an allegation is later found to be unsubstantiated or maliciously intended.

If immediate suspension is considered necessary, the rationale and justification for such a course of action should be agreed and recorded by both the case manager and the LADO. This should also include what alternatives to suspension have been considered and why they were rejected.

Where it has been deemed appropriate to suspend the person, written confirmation should be dispatched within one working day, giving as much detail as appropriate for the reasons for the suspension. It is not acceptable for an employer to leave a person who has been suspended without any support. The person should be informed at the point of their suspension who their named contact is within the organisation and provided with their contact details.

The power to suspend is vested in the Education Leadership Team of Churchwood Forest School AP. However, where a strategy discussion or initial evaluation concludes that there should be enquiries by the children's social care services and/or an investigation by the police, the LADO should canvass police and children's social care services for views about whether the accused member of staff needs to be suspended from contact with children. This is in order to inform the Churchwood Forest School AP provision's consideration of suspension. Police involvement does not make it mandatory to suspend a member of staff; this decision should be taken on a case-by-case basis having undertaken a risk assessment.

Information sharing

In a strategy discussion or the initial evaluation of the case, the agencies involved should share all relevant information they have about the person who is the subject of the allegation, and about the



alleged victim.

Where the police are involved, wherever possible the employer should ask the police to obtain consent from the individuals involved to share their statements and evidence for use in the employer disciplinary process.

Specific actions

Following a criminal investigation or a prosecution

The police should inform the employer and LADO immediately when a criminal investigation and any subsequent trial is complete, or if it is decided to close an investigation without charge, or not to continue to prosecute the case after person has been charged. In those circumstances the LADO should discuss with the case manager whether any further action, including disciplinary action, is appropriate and, if so, how to proceed. The information provided by the police and/or children's social care services should inform that decision.

On conclusion of a case

If the allegation is substantiated and the person is dismissed or the employer ceases to use the person's services, or the person resigns or otherwise ceases to provide his or her services, the LADO should discuss with the case manager and their personnel adviser whether the school will decide to make a referral to the DBS for consideration of whether inclusion on the barred lists is required; and in the case of a member of teaching staff whether to refer the matter to the Secretary of State (via the Teaching Regulation Agency) to consider prohibiting the individual from teaching.

There is a legal requirement for employers to make a referral to the DBS where they think that an individual has engaged in conduct that harmed (or is likely to harm) a child; or if a person otherwise poses a risk of harm to a child.

Where it is decided on the conclusion of a case that a person who has been suspended can return to work, the case manager and Churchwood Forest School AP Safeguarding Lead should consider how best to facilitate that. Most people will benefit from some help and support to return to work after a stressful experience. Depending on the individual's circumstances, a phased return and/or the provision of a mentor to provide assistance and support in the short term may be appropriate. The case manager should also consider how the person's contact with the child or children who made the allegation can best be managed if they are still a pupil at the Churchwood Forest School

AP provision. A reintegration plan will set out supervision, adjustments, and welfare support; the child's voice and wishes will be documented in planning.

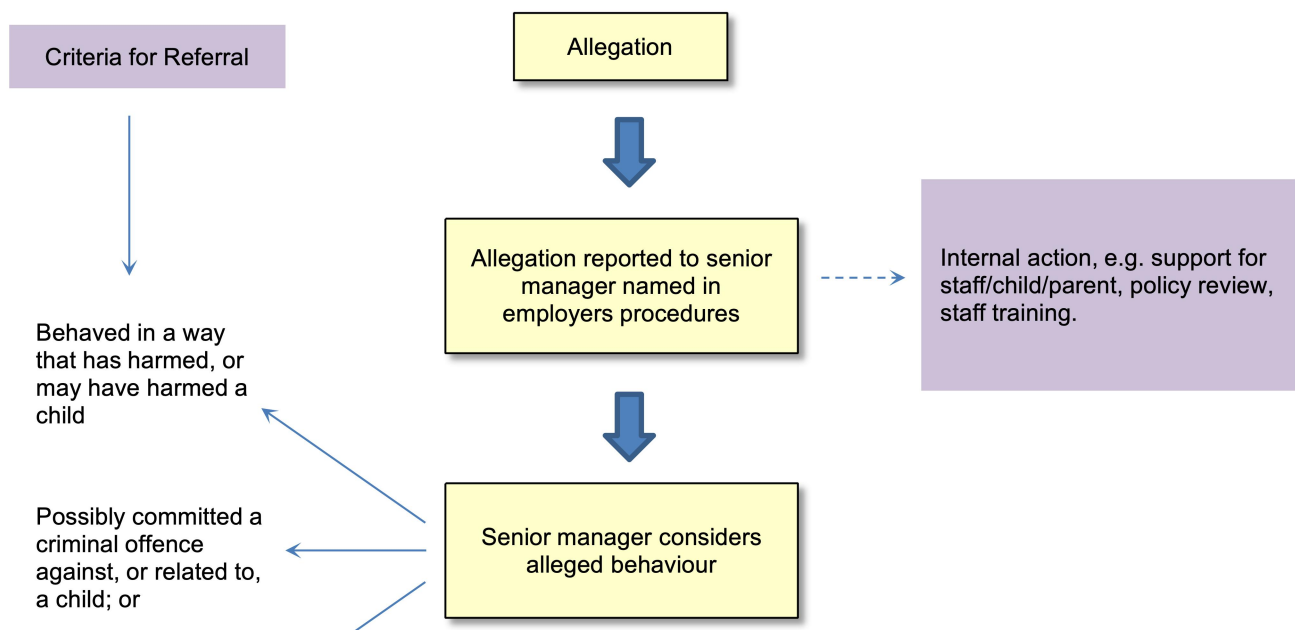
In respect of malicious or unsubstantiated allegations

If an allegation is determined to be unsubstantiated or malicious, the LADO should refer the matter to the children's social care services to determine whether the child concerned is in need of services, or may have been abused by someone else. If an allegation is shown to be deliberately invented or malicious, the Provision Lead, or Education Director should consider whether any disciplinary action is appropriate against the pupil who made it; or whether the police should be asked to consider if action might be appropriate against the person responsible, even if he or she was not a pupil.

Learning lessons

At the conclusion of a case in which an allegation is substantiated, the LADO should review the circumstances of the case with the case manager to determine whether there are any improvements to be made to the Churchwood Forest School AP's procedures or practice to help prevent similar events in the future. This should include issues arising from the decision to suspend the member of staff, the duration of the suspension and whether or not suspension was justified. Lessons should also be learnt from the use of suspension when the individual is subsequently reinstated. The LADO and case manager should consider how future investigations of a similar nature could be carried out without suspending the individual.

Appendix A: *Allegations against staff – Flow chart*





POLICY CONTEXT

AP context (unregistered AP): operates as an unregistered Alternative Provision (AP). We follow KCSIE 2025, Part 4 as benchmark practice for managing allegations (harms threshold and low-level concerns). Immediate risk - contact police using NPCC 'When to call the police' thresholds; case manager consults the LADO within 1 working day for any allegation that may meet the harms threshold.

This policy relates to the following legislative requirements, standards and internal documents:

Legislation & Standards	• Keeping Children Safe in Education (KCSIE) (Department for Education statutory guidance) - Working Together to Safeguard Children (HM Government statutory guidance) - Children Act 1989 - Children Act 2004 - Education Act 2002 (referenced for context; as an unregistered AP adopts KCSIE Part 4 as benchmark practice) - Sexual Offences Act 2003 (relevant to certain types of allegations) - Police, Crime, Sentencing and Courts Act 2022 (relevant to certain types of allegations) - HR Disciplinary Policy governs employment processes; suspension decisions follow KCSIE Part 4 principles (risk-led; not automatic) • • • • • • •
Related Forms & Documents	• Staff Conduct Policy • Safeguarding and Child Protection Policy

VERSION CONTROL

We will review our documentation regularly and we reserve the right to amend our policies and procedures at any time.

Version	Date	Change Summary	Author/ Reviewer	Approved by:
1	22/7/25	Initial version	Mark Wrangles	The Board
2	09/2025	Update for the requirements of	Mark Wrangles	Managing Director



		unregistered AP		
3				