Allegations against a member of staff or volunteer

Early Years

James’ mum comes into the setting this morning in an emotional state. She tells you that she is very angry because James came home yesterday with a red mark on his arm. She says that James was crying this morning when she tried to get him in the car and he said that he didn’t want to go to Nursery. She said that when she asked him why not he said “Sue said I was a naughty boy and she hurt my arm”. Mum asks James to hold out his arm and he shows you; there is a bruise.

James is usually very chatty in the morning and is always a live wire when Mum drops him off; you have never seen him cry apart from once, when he banged his head badly while playing.

What would you do?

Would it make a difference if Sue was:

- A member of the management committee/director/governor?
- The Owner/ Manager?
- A student on placement?
- Another parent?
- The child’s key worker?

The description of the event above does not explain who the parent is sharing her concerns with; it says “she tells you”. Would it make a difference to the actions taken if the “you” she is speaking to/informing is:

- The cook?
- A student on placement?
- The Manager?
- A member of staff in the rising fives room which James is in?

Who should be spoken to? Would the police or Ofsted need to be spoken to?

Should you take a photograph of the bruise?

Should you speak to Sue about it?

Staff need to ensure that it is fully recorded and reported. There has been an injury to a child so ChECS should be consulted.

Cheshire East Consultation Service: 0300 123 5012 (option 3)
ChECS - Cheshire East Children's Consultation Service
Where the person causing the injury is a member of staff the LADO should be consulted: Telephone 01606 288931 LADO@cheshireeast.gcsx.gov.uk

Allegations Against Staff or Volunteers
Primary School

James’ mum comes into school this morning in an emotional state. She tells you that she is very angry because James came home yesterday with a red mark on his arm and what looked like a carpet burn on his side.

She says that James was very quiet when he came home; when she asked him how his day was he said that it was “rubbish” and that he hated Mr Porter.

Mum tells you that he said Mr Porter lost it with him and that he grabbed James and pushed him to the floor. Mum said that this morning she had struggled to get James into school.

Mum tells James to show you his arm and he shows you, there is a bruise. James is unusually quiet.

What would you do?

Would it make a difference if Mr Porter was:

- A governor?
- The Headteacher?
- A student on placement?
- Another parent?
- James’ teacher?

The description of the event above does not explain who the parent is sharing her concerns with; it says “she tells you”. Would it make a difference to the actions taken if the “you” she is speaking to/informing is:

- The cook?
- The headteacher?
- A Teaching Assistant in the class which James is in?

Who should be spoken to? Would the police need to be spoken to?

Should you take a photograph of the bruise?

Should you speak to Mr Porter about it?

Staff need to ensure that it is fully recorded and reported. There has been an injury to a child so ChECS should be consulted.

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Allegations Against Staff or Volunteers
Secondary School

James’ mum comes into school this morning in an emotional state. She tells you that she is very angry because James came home yesterday with a red mark on his arm and what looked like a carpet burn on his side.

She says that James was very quiet when he came home; when she asked him how his day was he said that it was “rubbish” and that he hated Mr Porter.

Mum tells you that he said Mr Porter lost it with him and that he grabbed James and pushed him to the floor. Mum said that this morning she had struggled to get James into school.

Mum tells James to show you his arm and he shows you, there is a bruise. James is unusually quiet.

What would you do?

Would it make a difference if Mr Porter was:

- A governor?
- The Headteacher?
- A student on placement?
- Another parent?
- James’ form tutor?

The description of the event above does not explain who the parent is sharing her concerns with; it says “she tells you”. Would it make a difference to the actions taken if the “you” she is speaking to/informing is:

- The cook?
- The headteacher?
- A Teaching Assistant in the class which James is in?

Who should be spoken to? Would the police need to be spoken to?

Should you take a photograph of the bruise?

Should you speak to Mr Porter about it?

Staff need to ensure that it is fully recorded and reported. There has been an injury to a child so ChECS should be consulted.

Cheshire East Consultation Service: 0300 123 5012 (option 3)
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Where the person causing the injury is a member of staff the LADO should be consulted: Telephone 01606 288931 LADO@cheshireeast.gcsx.gov.uk

Allegations Against Staff or Volunteers