



HISP
Multi Academy
Trust

HISP: Allegations Against Staff and Low-Level Concerns Policy

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Approved by:	HISP Trust Board
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1. Introduction

HISP recognises the possibility that adults working in the Trust may harm children, including trustees, governors, volunteers, supply teachers, and agency staff. The guidance in KCSiE (Part Four) should be followed alongside the HISP Child Protection and Safeguarding Policy where it is alleged that anyone working in the Trust, including supply teachers and volunteers 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 they 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 includes behaviour or incidents that have occurred in and outside of the Trust or individual school. Staff should share any concerns about themselves (self-referral) or others promptly to promote a culture of openness, transparency and early intervention.

If we're in any doubt as to whether a concern meets the harm threshold, we will consult our local authority designated officer (LADO).

We will deal with any allegation of abuse quickly, in a fair and consistent way that provides effective child protection while also supporting the individual who is the subject of the allegation.

2. Legislation and Statutory Guidance:

This policy sets out how HISP carries out its statutory responsibility to safeguard and promote the welfare of pupils. This includes reference to other policies such as:

- HISP Staff Code of Conduct
- HISP Child Protection and Safeguarding Policy
- HISP Disciplinary Policy

2.1 Statutory Guidance

- [Keeping Children Safe in Education \(2026 DRAFT\)](#)
- [Working Together to Safeguard Children \(2026\)](#)
- [Relationships Education, Relationships and Sex Education and Health Education guidance](#)
- [Multi-agency statutory guidance on female genital mutilation \(2020\)](#)
- [Early Years Foundation Stage \(2024\)](#)
- [Teachers' Standards July \(2021\)](#)
- Part 3 of the schedule to the [Education \(Independent School Standards\) Regulations 2014](#), which places a duty on academies and independent schools to safeguard and promote the welfare of pupils at the school

2.2 Legislation

- [The Children Act 1989](#) (and [2004 amendment](#)), which provides a framework for the care and protection of children
- [Statutory guidance on FGM](#), Section 5B(11) of the Female Genital Mutilation Act 2003, as inserted by section 74 of the [Serious Crime Act 2015](#),
- [The Rehabilitation of Offenders Act 1974](#), which outlines when people with criminal convictions can work with children
- Schedule 4 of the [Safeguarding Vulnerable Groups Act 2006](#), which defines what 'regulated activity' is in relation to children
- [Statutory guidance on the Prevent duty](#), which explains schools' duties under the Counter-Terrorism and Security Act 2015 with respect to protecting people from the risk of radicalisation and extremism
- [The Human Rights Act 1998](#), which explains that being subjected to harassment, violence, and/or abuse, including that of a sexual nature, may breach any or all of the rights which apply to individuals under the [European Convention on Human Rights](#) (ECHR)
- [The Equality Act 2010](#)
- [The Public Sector Equality Duty \(PSED\)](#)
- The [Childcare \(Disqualification\) and Childcare \(Early Years Provision Free of Charge\) \(Extended Entitlement\) \(Amendment\) Regulations 2018](#) (referred to in this policy as the "2018 Childcare Disqualification Regulations") and [Childcare Act 2006](#),
- This policy also meets requirements relating to safeguarding and welfare in the [statutory framework for the Early Years Foundation Stage](#)
- This policy also complies with our funding agreement and articles of association.

3. Allegations that may meet the harm threshold

If a concern or allegation of abuse arises against any person working or volunteering on the school site (other than the Head), that potentially meets the harm threshold, this must be reported to the Head/Director of the setting immediately and not discussed directly with the person involved. This includes supply staff, volunteers and anyone working in or on behalf of the school, whether paid or unpaid. The Head/Director of the setting will inform the Trust DSL.

- If the concerns/allegations are about the Headteacher, this must be reported to the Trust DSL who will inform the chair of governors.
- Allegations against any member of the One Trust Services Team must be reported to the Trust DSL.
- Allegations against any member of the Executive Team, including the Trust DSL, must be reported to the CEO.
- Allegations against the CEO must be reported to the Chair of Trustees.
- Allegations against the Chair of Governors or Chair of Trustees must be reported to the CEO.

- Alternatively, staff can report the concern through the Trust Whistleblowing Procedure or directly to the Local Authority Designated Officer (LADO).

A 'case manager' will lead any investigation. This will be the headteacher, or the chair of governors where the headteacher is the subject of the allegation. The case manager will be identified at the earliest opportunity.

Our procedures for dealing with allegations will be applied with common sense and judgement.

Allegations against staff relating to a position of trust will be referred to the LADO as soon as possible. If a child has suffered or may have suffered abuse or harm, a MASH referral will also be made, and the police will be contacted if necessary.

A referral to the Disclosure and Barring Service will be made if a member of staff is dismissed or removed from their post because of safeguarding concerns or would have been removed if they had not resigned.

If an allegation is made relating to an incident that happened when an individual or organisation was using school premises for the purposes of running activities for children, schools will follow the same safeguarding policies and procedures, including informing the LADO.

Where you believe there is a conflict of interest in reporting a concern or allegation about a member of staff (including a supply teacher, volunteer, or contractor) to the Headteacher or Director, report it directly to the local authority designated officer (LADO).

4. Suspension of the accused until the case is resolved

Suspension of the accused will not be the default position and will only be considered in cases where there is reason to suspect that a child or other children is/are at risk of harm, or the case is so serious that there might be grounds for dismissal. Any action will follow the steps set out in the HISP disciplinary policy. In such cases, we will only suspend an individual if we have considered all other options available and there is no reasonable alternative.

Based on an assessment of risk, we will consider alternatives such as:

- Redeployment within the school 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 the individual to alternative work in the school so that they do not have unsupervised access to children
- Moving the child or children to classes where they will not come into contact with the individual, making it clear that this is not a punishment and parents/carers have been consulted
- Temporarily redeploying the individual to another role in a different location, for example to an alternative school or other work within the Trust.

The case manager will inform the Head of Safeguarding, HR, and the designated officer at the local authority, as well as the police and local authority children's social care where they have been involved.

5. Procedure for dealing with allegations that meet the harm threshold

When any allegation is received there will be an immediate triage by Head of School/Unit. In the event of an allegation that meets the criteria in section 1, the case manager will take the following steps (with advice and guidance from the HISP Head of Safeguarding and Trust DSL):

- Inform the Head of Safeguarding, Trust DSL and HISP HR.
- Conduct basic enquiries in line with HISP procedures to establish the facts to help determine whether there is any foundation to the allegation before carrying on with the steps below
- Discuss the allegation with the LADO. This is to consider the nature, content and context of the allegation and agree a course of action, including whether further enquiries are necessary to enable a decision on how to proceed, and whether it is necessary to involve the police and/or local authority children's social care services. (The case manager may, on occasion, consider it necessary to involve the police *before* consulting the designated officer – for example, if the accused individual is deemed to be an immediate risk to children or there is evidence of a possible criminal offence. In such cases, the case manager will notify the designated officer as soon as practicably possible after contacting the police)
- Inform the accused individual of the concerns or allegations and likely course of action as soon as possible after speaking to the designated officer (and the police or local authority children's social care services, where necessary). Where the police and/or local authority children's social care services are involved, the case manager will only share such information with the individual as has been agreed with those agencies
- Where appropriate (in the circumstances described above), carefully consider whether suspension of the individual from contact with children at the school is justified or whether alternative arrangements such as those outlined above can be put in place. Advice will be sought from the designated officer, police, and/or local authority children's social care services, as appropriate when completing the suspension/alternative duties risk assessment.
- Where the case manager is concerned about the welfare of other children in the community or the individual's family, they will discuss these concerns with the DSL and make a risk assessment of the situation. If necessary, the DSL may make a referral to local authority children's social care
- **If immediate suspension is considered necessary**, agree and record the rationale for this with the LADO. The record will include information about the alternatives to suspension that have been considered, and why they were rejected. Written confirmation of the suspension will be provided to the individual facing the allegation or concern within 1 working day, and the individual will be given a named contact at the school and their contact details
- **If it is decided that no further action is to be taken** in regard to the subject of the allegation or concern, record this decision and the justification for it and agree with the designated officer

what information should be put in writing to the individual and by whom, as well as what action should follow both in respect of the individual and those who made the initial allegation

- **If it is decided that further action is needed**, take steps as agreed with the LADO to initiate the appropriate action in school and/or liaise with the police and/or local authority children's social care services as appropriate
- Provide effective support for the individual facing the allegation or concern, including appointing a named representative to keep them informed of the progress of the case and considering what other support is appropriate. Professional association support is encouraged alongside HISP provided support services.
- Inform the parents or carers of the child/children involved about the allegation as soon as possible if they do not already know (following agreement with local authority children's social care services and/or the police, if applicable). The case manager will also inform the parents or carers of the requirement to maintain confidentiality about any allegations made against staff (where this applies) while investigations are ongoing. Any parent or carer who wishes to have the confidentiality restrictions removed in respect of a teacher (as per KCSiE confidentiality and information sharing guidance) will be advised to seek legal advice
- Keep the parents or carers of the child/children involved informed of the progress of the case (only in relation to their child – no information will be shared regarding the staff member)
- Make a referral to the DBS where it is thought that the individual facing the allegation or concern has engaged in conduct that harmed or is likely to harm a child, or if the individual otherwise poses a risk of harm to a child
- Early years providers will: Inform Ofsted of any allegations of serious harm or abuse by any person living, working, or looking after children at the premises (whether the allegations relate to harm or abuse committed on the premises or elsewhere), and any action taken in respect of the allegations. This notification will be made as soon as reasonably possible and always within 14 days of the allegations being made.

If the school is made aware that the secretary of state has made an interim prohibition order in respect of an individual, we will immediately suspend that individual from teaching, pending the findings of the investigation by the Teaching Regulation Agency.

Where the police are involved, wherever possible the school will ask the police at the start of the investigation to obtain consent from the individuals involved to share their statements and evidence for use in the school's disciplinary process, should this be required at a later point.

Throughout, the case manager will always consider the following:

1. ***Looking after the welfare of the child*** - the designated safeguarding lead (or a deputy) is responsible for ensuring that the child is not at risk and referring cases of suspected abuse to the local authority children's social care. The child should receive regular pastoral check ins during the investigation process and parents must be informed, unless doing so would pose a risk to the child or prejudice any investigation.
2. ***Investigating and supporting the person subject to the allegation*** – the member of staff should receive weekly welfare checks or at regular intervals as agreed by the member of staff, and be kept informed of the investigation process unless this conflicts with LADO or police advice.

6. Definitions for outcomes 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, or to cause harm to the subject of the allegation
- **False:** there is sufficient evidence to disprove the allegation
- **Unsubstantiated:** there is insufficient evidence to either prove or disprove the allegation (this does not imply guilt or innocence)
- **Unfounded:** to reflect cases where there is no evidence or proper basis which supports the allegation being made

7. Additional considerations for supply teachers and all contracted staff

If there are concerns or an allegation is made against someone not directly employed by the school, such as a supply teacher or contracted staff member provided by an agency, we will take the actions below in addition to our standard procedures.

- We will not decide to stop using an individual due to safeguarding concerns without finding out the facts and liaising with the LADO to determine a suitable outcome
- The Head will discuss with the agency whether it is appropriate to suspend the individual without pay, or redeploy them to another part of the school, while the school carries out the investigation
- We will involve the agency fully, but the school will take the lead in collecting the necessary information and providing it to the LADO as required
- We will address issues such as information sharing, to ensure any previous concerns or allegations known to the agency are taken into account (we will do this, for example, as part of the allegations management meeting or by liaising directly with the agency where necessary)

When using an agency, we will inform them of our process for managing allegations whilst ensuring that there is a clause within the contract regarding allegations, suspension and removal of staff, and keep them updated about our policies as necessary, and will invite the agency's HR manager or equivalent to meetings as appropriate.

8. Timescales

We will deal with all allegations as quickly and effectively as possible and will endeavour to comply with the following timescales, where reasonably practicable:

- Any cases where it is clear immediately that the allegation is unsubstantiated or malicious should be resolved within 1 week
- If the nature of an allegation does not require formal disciplinary action, appropriate action should be taken within 3 working days
- If a disciplinary hearing is required and can be held without further investigation, this should be held within 15 working days. If an investigation is required, it will be undertaken in line with the disciplinary policy processes and timescales.

However, these are objectives only and where they are not met, we will endeavour to take the required action as soon as possible thereafter. We will endeavour to continue investigations over school closure periods, however, timescales may be impacted due to availability of staff.

9. Specific actions

9.1 Action following a criminal investigation or prosecution

The case manager will discuss with the LADO whether any further action, including disciplinary action, is appropriate and, if so, how to proceed, taking into account information provided by the police and/or local authority children's social care services.

9.2 Conclusion of a case where the allegation is substantiated

If the allegation is substantiated and the individual is dismissed or the school ceases to use their services, or the individual resigns or otherwise ceases to provide their services, the school, in collaboration with the Director of School Improvement and Safeguarding, will make a referral to the DBS for consideration of whether inclusion on the barred lists is required.

If the individual concerned is a member of teaching staff, the school, in collaboration with the Director of School Improvement and Safeguarding, will consider whether to refer the matter to the Teaching Regulation Agency to consider prohibiting the individual from teaching.

9.3 Individuals returning to work after suspension

If it is decided on the conclusion of a case that an individual who has been suspended can return to work, the case manager will consider how best to facilitate this.

The case manager will also consider how best to manage the individual's contact with the child or children who made the allegation if they are still attending the school.

9.4 Unsubstantiated, unfounded, false, or malicious reports

If a report is:

- Determined to be unsubstantiated, unfounded, false, or malicious, the DSL will consider the appropriate next steps. If they consider that the child and/or person who made the allegation is in need of help, or the allegation may have been a cry for help, a referral to local authority children's social care may be appropriate
- Shown to be deliberately invented, or malicious, the school will consider whether any disciplinary action is appropriate against the individual(s) who made it

9.5 Confidentiality and information sharing

The school will make every effort to maintain confidentiality and guard against unwanted publicity while an allegation is being investigated or considered.

The case manager, in collaboration with the Head of Safeguarding and Trust DSL, will take advice from the LADO, police and local authority children's social care services, as appropriate, to agree:

- Who needs to know about the allegation and what information can be shared
- How to manage speculation, leaks, and gossip, including how to make parents or carers of a child/children involved aware of their obligations with respect to confidentiality
- What, if any, information can be reasonably given to the wider community to reduce speculation
- How to manage press interest if, and when, it arises

9.6 Record-keeping

The case manager will maintain clear records about any case where the allegation or concern meets the criteria above and store them on the individual's confidential personnel file for the duration of the case.

The records of any allegation that, following an investigation, is found to be malicious or false will be deleted from the individual's personnel file (unless the individual consents for the records to be retained on the file).

For all other allegations (which are not found to be malicious or false), the following information will be kept on the file of the individual concerned:

- A clear and comprehensive summary of the allegation
- Details of how the allegation was followed up and resolved
- Notes of any action taken, decisions reached and the outcome
- A declaration on whether the information will be referred to in any future reference

In these cases, the school will provide a copy of the record to the individual, in agreement with local authority children's social care or the police as appropriate.

We will retain all records at least until the accused individual has reached normal pension age, or for 10 years from the date of the allegation if that is longer.

10. References

When providing employer references, we will:

- Not refer to any allegation that has been found to be false, unfounded, unsubstantiated, or malicious, or any repeated allegations which have all been found to be false, unfounded, unsubstantiated, or malicious
- Include substantiated allegations, provided that the information is factual and does not include opinions

11. Learning lessons

After any cases where the allegations are *substantiated*, the case manager, in collaboration with the Head of Safeguarding, will review the circumstances of the case with the LADO to determine whether there are any improvements that we can make to the school's procedures or practice to help prevent similar events in the future.

This will include consideration of (as applicable):

- Issues arising from the decision to suspend the member of staff
- The duration of the suspension
- Whether or not the suspension was justified
- The use of suspension when the individual is subsequently reinstated. We will consider how future investigations of a similar nature could be carried out without suspending the individual

For all other cases, the case manager will consider the facts and determine whether any improvements can be made.

12. Non-recent allegations

Abuse can be reported, no matter how long ago it happened.

We will report any non-recent allegations made by a child to the LADO in line with our local authority's procedures for dealing with non-recent allegations.

Where an adult makes an allegation to the school that they were abused as a child, we will advise the individual to report the allegation to the police.

13. Concerns that do not meet the harm threshold (low-level concerns)

A low-level concern is any concern — no matter how small — that an adult working with or for the school:

- May have acted in a way that breaches the staff Code of Conduct
- Behaved inappropriately, even if not harmful or criminal
- Created a sense of unease or 'nagging doubt'

Examples:

- Over-familiarity
- Inappropriate jokes or comments
- Favouritism
- Boundary-crossing behaviour

Concerns may arise through, for example:

- Suspicion
- Complaint
- Safeguarding concern or allegation from another member of staff
- Disclosure made by a child, parent, or other adult within or outside the school
- Pre-employment vetting checks

We recognise the importance of responding to and dealing with any concerns in a timely manner to safeguard the welfare of children.

13.1 Reporting Low-Level Concerns

- Report all concerns to the Headteacher/Head of Setting immediately.
- If about the Headteacher, report to the Trust DSL and Chair of Governors.
- Record concerns using CPOMS/MyConcern or a Low-Level Concern Form.
- DSL and Headteacher to review patterns/trends regularly.

13.2 Initial response to a potential low-level concern

Once the Headteacher/Head of Setting has received what is believed (by the person raising it) to be a low-level concern, they should (not necessarily in the below order but in an appropriate sequence according to the nature and detail of the particular concern shared with them):

- (a)speak to the person who raised the concern (unless it has been raised anonymously), regardless of whether a written summary, or completed low-level concerns form has been provided;
- (b)speak to any potential witnesses (unless advised not to do so by the LADO/other relevant external agencies, where they have been contacted);
- (c)speak to the individual about whom the low-level concern has been raised (unless advised not to do so by the LADO/other relevant external agencies, where they have been contacted);
- (d)review the information and determine whether:
 - (i)the behaviour is appropriate – ie entirely consistent with their staff code of conduct and the law,
 - (ii)the behaviour constitutes a low-level concern,
 - (iii)there is any doubt as to whether the information which has been shared about a member of staff as a low-level concern, in fact, may meet the harm threshold, in which case they should consult with their LADO,
 - (iv)in and of itself the behaviour may meet the harm threshold, and should be referred to the LADO/other relevant external agencies, or
 - (v)when considered with any other low-level concerns that have previously been shared about the same individual, the behaviour may meet the harm threshold, and should be referred to the LADO/other relevant external agencies
- (e) make appropriate records of:
 - all internal conversations – including with the person who initially shared the low-level concern (where this has been possible), the adult about whom the concern has been shared (subject to the above), and any relevant witnesses (subject to the above);

- all external conversations – for example, with the LADO/other external agencies (where they have been contacted, and either on a no-names or names basis);
- their determination (as above at (d));
- the rationale for their decision; and
- any action taken.

13.3 Sharing low-level concerns

We recognise the importance of creating a culture of openness, trust, and transparency to encourage all staff to confidentially share low-level concerns so that they can be addressed appropriately.

We will create this culture by:

- Ensuring staff are clear about what appropriate behaviour is through our Staff Code of Conduct, Child Protection and Safeguarding Policy and Disciplinary Policy, and are confident in distinguishing expected and appropriate behaviour from concerning, problematic or inappropriate behaviour, in themselves and others
- Empowering staff to share any low-level concerns
- Empowering staff to self-refer
- Addressing unprofessional behaviour and supporting the individual to correct it at an early stage
- Providing a responsive, sensitive, and proportionate handling of such concerns when they are raised
- Helping to identify any weakness in the Trust/school's safeguarding system
- Ensuring that each school has a clear and simple way to report their concern to the Head

13.4 Response to a potential low-level concern – If it is determined that the behaviour is entirely consistent with the organisation's staff code of conduct and the law

It will still be important for the Headteacher/Head of Setting to update the individual in question and inform them of the action taken as above.

In addition, the Headteacher/Head of Setting should speak to the person who shared the low-level concern – to provide them with feedback about how and why the behaviour is consistent with the organisation's staff code of conduct and the law;

Such a situation may indicate that:

- the staff code of conduct is not clear;
- the briefing and/or training has not been satisfactory; and/or
- the low-level concerns policy is not clear enough.

If the same or a similar low-level concern is subsequently shared by the same individual, and the behaviour in question is also consistent with the staff code of conduct, then an issue may need to be addressed about how the subject of the concern's behaviour is being perceived, if not about the behaviour itself, and/or the organisation may need to look at the implementation of its low-level concerns policy.

13.5 Response to a potential low-level concern – If it is determined that the behaviour constitutes a low-level concern

Any investigation of low-level concerns should be done discreetly and, on a need-to-know basis. Most low-level concerns by their very nature are likely to be minor. Some will not give rise to any ongoing concern and, accordingly, will not require any further action. Others may be most appropriately dealt with by means of management advice guidance and/or training;

In many cases, a low-level concern will simply require a conversation **and an email follow up** with the individual about whom the concern has been raised. A 'values-based conversation' is more likely to be effective and help maintain a positive professional relationship with the member of staff concerned. Leaders should use an approach that is characterised by a spirit of genuine enquiry. For example, *"I am sure you subscribe to our organisational values, so help me understand how you came to behave in a way which is not in keeping with those, so that we can understand what actions or support you might need so that we can both be confident that it will not happen again..."*

Any such conversation should include being clear with the individual as to why their behaviour is inappropriate, problematic or concerning, what change is required in their behaviour, enquiring what, if any, support they might need in order to achieve and maintain that, and being clear about the consequences if they fail to reach the required standard or repeat the behaviour in question. Ongoing and transparent monitoring of the individual's behaviour may be appropriate. An action plan or risk assessment which is agreed with the individual, and regularly reviewed with them, may also be appropriate. This should be followed up with a management advice and guidance letter.

Some low-level concerns may also raise issues of misconduct or poor performance which are unrelated to safeguarding. The Headteacher/Head of Setting should also consider whether this is the case – by referring to the organisation's disciplinary and/or capability procedure and taking advice from HR on a named or no-names basis where necessary. If the Headteacher/Head of Setting considers that the organisation's disciplinary or capability procedure may be triggered by the low-level concern(s) shared, they should refer the matter to HR. Any such referral should be made by the Headteacher/Head of Setting having received the low-level concern and not by individual staff members. Equally, it is essential that there is close liaison and appropriate information sharing between the Headteacher/Head of Setting and HR, so that a holistic view of the individual can be taken. Where a low-level concern does not raise misconduct or poor performance issues, it will not be a matter for HR;

Where low-level concerns do trigger HISP's disciplinary, capability, grievance, whistleblowing or other procedures, these procedures will be followed where appropriate. Where low-level concerns are raised which engage other procedures, it is sometimes difficult to determine how best to investigate the concern and which procedure to follow; HISP will exercise professional judgement and, if in any doubt, will seek advice from HR and other relevant external agencies including the LADO.

Staff will be trained to understand that when they share what they believe to be a low-level concern, the Headteacher/Head of Setting will speak to the adult who is the subject of that concern – no matter how 'low' level the concern may be perceived to be, to gain the subject's account – and to make appropriate records, which may need to be referenced in any subsequent disciplinary proceedings.

13.6 Response to a potential low-level concern – If it is determined that the behaviour (iv) in and of itself may meet the harm threshold, or (v) when considered with any other low-level concerns that have previously been shared about the same individual, may meet the harm threshold

It should be referred to the LADO/ other relevant external agencies, the Head of Safeguarding and the Trust DSL informed, and in accordance with the organisation's safeguarding policy or, if separate, managing allegations against staff policy, and Part 4 of KCSIE

All organisations (including schools and colleges in England) are, in any event, required to comply – in all matters relating to safeguarding – with the relevant procedures and practice guidance stipulated by their Local Safeguarding Partnership.

Annex A HISP School Safeguarding Contacts

School	Contact Number	Head	DSL
Portswood	023 8055 5885	Anthony Head (Headteacher) tony.head@portswoodpri.org.uk	Anna Adams anna.adams@portswoodpri.org.uk
Tanners Brook	023 8077 1659	Jess Paul (Executive Headteacher) j.paul@hispmat.org Ingrid Dowse (Head of School) ingrid.dowse@tannersbrookpri.org.uk	Lisa Welch lisa.welch@tannersbrookpri.org.uk
Carisbrooke College	01983 524651	Natalie Sheppard (Headteacher) natalie.sheppard@carisbrooke.iow.sch.uk	Natalie Sheppard (Headteacher) natalie.sheppard@carisbrooke.iow.sch.uk
Crofton School	01329 664251	Mark Palmer (Headteacher) mpalmer@croftonschool.co.uk	Claire Farrand cfarrand@croftonschool.co.uk
Highcliffe School	01425 273381	Patrick Earnshaw (Headteacher) pearnshaw@highcliffeschool.com	Sarah Giller sgiller@highcliffeschool.com
Medina College	01983 526523	Jess Paul (Executive Headteacher) j.paul@hispmat.org Katie Sandiford katie.sandiford@medina.iow.sch.uk Anna Mursell anna.mursell@iow.hispmat.org	Phil Pearce-Jones phil.pearce-jones@theislandviform.org.uk
Danebury School	01264 810555	Nicky Goodridge (Headteacher) goodridgen@testvalley.hants.sch.uk	Anna Collins collinsa@testvalley.hants.sch.uk
Thornden School	023 8026 9722	Caroline Lowing (Headteacher) c.lowing@thornden.hants.sch.uk	Adam Thomas a.thomas@thornden.hants.sch.uk

Partner	Contact Number	Lead & DSL
Inspiring Future Teachers	023 8024 6950	Helen Shaw (Director of Inspiring Future Teachers) h.shaw@hispmat.org
HISP Teaching School Hub		David Higginbottom (Deputy Director TSH) d.higginbottom@hispmat.org



