



Heroes Centre LTD

Procedures for Dealing with Allegations of Abuse Against Staff

POLICY

March 2024

POLICY CREATED BY MR. S. GHALIB

Procedure for Dealing with Allegations of Abuse Against Staff

At Heroes Centre LTD, the safety and well-being of every individual within our community, especially our students, is of paramount importance. We are committed to providing a safe and nurturing environment for all. As part of this commitment, we have developed a comprehensive procedure for dealing with any allegations of abuse against staff members. This procedure ensures transparency, accountability, and swift action in addressing any concerns that may arise.

1. Reporting Allegations:

- Any individual who has concerns or allegations regarding abuse by a staff member is encouraged to report them immediately.
- Reports can be made to any of the five designated safeguarding leads (DSLs) at the centre. Their names and contact information are prominently displayed throughout the facility.
- If there are concerns related to any of the DSL staff members, reports can be made directly to Idris Hanif, who serves as the primary point of contact for such cases.
- Additionally, if there are any concerns regarding Idris Hanif, individuals are encouraged to contact Belinda Crowshaw, our designated Local Authority Designated Officer (LADO). Belinda can be reached at 01922 652322 or 07707151435.

2. Handling of Reports:

- Upon receiving a report, the DSL or designated staff member will take immediate action to ensure the safety and well-being of the individual(s) involved.
- All reports will be treated with the utmost confidentiality and sensitivity.
- The DSL or designated staff member will conduct a thorough investigation into the allegations, following established safeguarding procedures and guidelines.

3. Support and Protection:

- Victims, witnesses, and individuals reporting allegations will be provided with appropriate support and protection throughout the investigation process.
- Counselling and other support services will be made available to those affected by the alleged abuse.

4. Suspension and Further Action:

- If deemed necessary to ensure the safety of our students and staff, the accused staff member may be suspended from their duties pending the outcome of the investigation.
- Depending on the findings of the investigation, appropriate disciplinary action will be taken, up to and including termination of employment.
- If the allegations involve criminal conduct, the appropriate authorities will be notified, and full cooperation will be provided in any subsequent investigation or legal proceedings.

5. Communication and Transparency:

- Regular updates will be provided to all parties involved throughout the investigation process, while maintaining the confidentiality of sensitive information.
- Clear communication channels will be established to address any questions or concerns from students, parents, staff, or other stakeholders.

Conclusion:

At Heroes Centre LTD, we are dedicated to fostering a culture of trust, transparency, and accountability. We are committed to taking swift and decisive action to address any allegations of abuse against our staff members, ensuring the safety and well-being of all individuals within our community. Your continued trust and support are invaluable as we work together to uphold the highest standards of care and protection for our students. Thank you for being part of our community.