

M2 Education - Policy on the Management of Misconduct

The safety and well being of children is paramount and all checks that are undertaken during the recruitment, selection and vetting process contribute to ensure this. We recognise our responsibility in preventing unsuitable people from working with children in line with the key barring provisions in Schedule 3 of the 2006 Act and Schedule 1 of the 2007

IN THE EVENT OF A MISCONDUCT ISSUE WE AUTOMATICALLY CONTACT THE LADO (Local Authority Designated Safeguarding Officer)

Initial Action

If we are advised that a teacher registered with our agency has behaved inappropriately we would immediately arrange to meet with the school to establish the reasons for ceasing to use the teacher's services and if this would amount to misconduct. The teacher would not be offered any further assignments through the agency until the situation has been resolved to our satisfaction.

We will, in consultation with the school make a decision as to whether the worker's assignment is to continue whilst the investigation is proceeding.

As part of making proper enquiries we will hold an investigatory meeting and/or investigatory discussions with the teacher; we inform the school of further information they obtain.

If there is an investigation into the conduct of an agency worker during an assignment, the school may wish the assignment to continue, subject to certain conditions. In which case, then the school should confirm to the agency in writing the changes to the worker's assignment duties and level of supervision applied, pending the investigation. This information should be confirmed to the worker by the agency. Alternatively, the school may not want the assignment to continue during investigations, in which case then we would normally terminate the engagement of the worker.

The Safeguarding Vulnerable Groups Act 2006 Act and the 2007 Order (Northern Ireland) set a legal duty to refer information to the ISA where there are a concern involving vulnerable adults or children. If the reason why the assignment is terminated is due to an allegation of being unsuitable to work with children, then we will complete a Referral form and advise the police and the GTC accordingly. The referral form will be sent to;

Independent Safeguarding Authority

PO Box 181

Darlington

DL1 9FA

Advice to the Teacher

It is important to ensure that the teacher continues to receive support and we offer the following advice, information and suggestions-

- a) contact his/her union representative.
- b) provide with the name of a contact at the agency who will keep them up to date with the progress of the investigation
- c) if suspended or if the assignment is terminated (but investigations are ongoing), provided with the name of an agency contact to keep them up to date about school/agency activities outside of the investigation.
- d) not to discuss the matter with colleagues.
- e) see their GP if they think their health may be affected.

Key documents relating to an investigation, including the outcome, will be retained in a secure place. Other parties will be expected to maintain their own records.