

## Key Stage Teacher Supply Allegation and Misconduct Policy

Key Stage Teacher Supply follows strict standards in order to ensure that all candidates that we supply to our clients are of the highest professional and personal calibre. To adhere to these standards, we undertake a continuous process of quality control involving both clients and candidates, including a stringent vetting process. Candidates that have been found to exhibit unacceptable conduct or practice will not be placed on our register and will not be placed with any of our clients.

However, despite our rigorous quality procedures, sensitive situations and issues can arise. It is therefore crucial for us to have a procedure that makes it possible for both clients and candidates to give us feedback, which in turn makes it possible for us to improve our service. Consultants will speak openly and honestly to both clients and candidates when giving feedback.

### **Complaints and Allegations**

The details of any allegation or complaint against a candidate or a client is processed in an electronic file our system (Gathered information is attached to the client and candidate) In this file, the staff can record and review any actions taken or any investigation carried out as a result of an allegation.

When we receive a complaint or a report of an incident/ concern, we explain our procedures for handling incidents and ask the candidate or client in question if they would like for us to commence a process accordingly. In deciding how far to pursue the investigation, we are usually guided by the complainant's attitude towards the incident.

### **Candidates**

Minor complaints concerning candidates will be brought to the attention of the candidate by their consultant. Together they will discuss the misdemeanour and the consultants will give warnings where necessary. The details of the discussion and any warnings will be documented on the candidate's record. Candidates will be told that if the behaviour is repeated or any further complaints are received, it will result in further warnings and ultimately could lead to the removal from Key Stage Teacher Supply register. Examples of minor complaints include the following:

- Failure to follow instructions, if applicable.
- Lateness.
- Failure to carry out minor duties, such as cleaning up.
- Unsuitable attire.
- Negative behaviour in the staffroom

Complaints and allegations of a more serious nature that are in breach of Key Stage Teacher Supply's Terms of Engagement are dealt with by the Company Directors in collaboration with the consultant, the client and any other relevant authorities. Examples of serious complaints and allegations include:

- Inappropriate contact with colleagues or other persons on site.
- Inappropriate behaviour towards colleagues or other persons on site.
- Inappropriate behaviour towards a school or colleague at the school through social media activity.
- Drunkenness.
- Drug abuse.
- Theft.
- Breaking confidentiality.

Consultants will encourage candidates to speak openly about their experience with the role and the workplace in which they have been placed. Candidate comments will be treated in confidence unless it is agreed with the candidate to raise the issue with the client. The consultant will act on behalf of the candidate to help resolve any issues causing difficulty for them.

Complaints of a serious nature regarding the behaviour of client staff will be communicated to the Headteacher and/or relevant governing body.

Examples issues:

- Inappropriate behaviour towards the candidate or any other person on site.
- Racial or sexual harassment.
- Health and safety issues.
- Discriminative issues

### **Internal investigation procedures**

Where appropriate, Key Stage Teacher Supply will undertake an internal investigation in to the allegation or complaint. This course of action is carried out when the allegation or complaint is not serious enough to be dealt with by the police or any other third party but where the complainant and Key Stage Teacher Supply are concerned about the complainee's professional conduct.

An internal investigation will only take place once all procedures for serious complaints or allegations of professional misconduct have been completed.

#### **Stage 1**

The complaint or allegation should be communicated to a senior member of staff at Key Stage Teacher Supply by phone, in writing or by email to explain the nature of the allegation and how it has arisen.

If the complainant is a client, the client will be asked the following questions:

- Do you wish to suspend the candidate until the outcome of the investigation?
- Do you wish to terminate the engagement with the candidate?
- Do you want to terminate immediately or wait until an investigation has been carried out?
- Would you like a replacement candidate?

If the complainant is a candidate, the candidate will be asked the following questions:

- Do you wish to terminate the engagement?

The Managing Director must be informed immediately of all serious allegations made against candidates or clients.

## **Stage 2**

Key Stage Teacher Supply will inform the complainant that we conduct our own investigation. We will also explain the process of that investigation. A written statement will be requested from the complainant, together with any supporting documentation of the incident or incidents.

If the complaint is aimed towards a candidate, Key Stage Teacher Supply will build up a profile of the candidate based on their original clearance checks, references and feedback from previous clients since working for Key Stage Teacher Supply in order to assess the nature of the incident.

## **Stage 3**

The complainee is notified about the complaint or allegation and is asked for their version of the events. Confidentiality is maintained on a need-to-know basis.

If the complainee is a client, they will be asked to discuss the matter over the phone or in person. If the complainee is a candidate, they are asked to attend a face-to-face review meeting. During this meeting the alleged incident will be discussed in detail, so Managing Director can evaluate the candidates' ability to continue working for Key Stage Teacher Supply.

If the matter is of a highly serious nature, the complainee should only be informed of the nature of the allegation if there is no way in which the investigation could be prejudiced or evidence could be lost. The complainee will, in that case, be notified of the allegations by the police directly.

## **Stage 4**

Key Stage Teacher Supply informs the complainant of the steps that have been taken and of the outcome of the investigation. The complainant is advised that if the matter cannot be resolved and that the seriousness of the allegation warrants further action, to adopt whatever measures would normally come into force to meet legal requirements.

If the issue needs to be resolved through any authority involvement, Key Stage Teacher Supply will be guided by the authority's decision when considering working with the complainant subsequently.

## **Stage 5**

If the complainees is a candidate with an unblemished record and where a genuine error in professional practice has been made, Key Stage Teacher Supply will go through the Terms of Engagement with the candidate and require the candidate to resign the terms. If required, additional training will be given. In the event of repetitive minor misdemeanours and where complaints are continually being made (by the same or different clients), we will take action and make a decision to remove the candidate from Key Stage Teacher Supply register.

All candidates returning to work for Key Stage Teacher Supply after a review meeting are closely monitored on returning and relevant notes are kept on their file.

If Key Stage Teacher Supply is still concerned about a candidate's ability to return to work after their practice review meeting, the matter will be referred to the Managing Director. For issues defined as professional incompetence or serious misconduct which have been the subject of an investigation and which have been proven to the satisfaction of the Managing Director of Key Stage Teacher Supply, a candidate will be immediately removed from Key Stage Teacher Supply register. If a candidate is removed from the Key Stage Teacher Supply register, the candidate and the relevant authorities will be informed, for example the Disclosure and Barring Service. Affected clients will also be informed.

## **Complaints against Key Stage Teacher Supply**

It is our utmost priority that incidents and complaints are dealt with in a fair manner. If a complaint were to be made the Managing Director who would decide which course of action would be most appropriate to follow in accordance with Key Stage Teacher Supply's grievance policy. To ensure the complainant is kept informed at all stages of the process, reports are issued either verbally or in writing. Support is given to both parties until a satisfactory conclusion is reached.

## **Relevant documents and addresses for referrals:**

DfE Keeping children safe in education – 2018

HM Government – Working Together to Safeguard Children – 2015

Teacher Regulation Agency - Teacher misconduct: Disciplinary procedures for the teaching profession - 2015

Teacher Regulation Agency – Referral Form (downloadable from

<https://www.gov.uk/government/publications/teacher-misconduct-referral-form>)

**Disclosure and Barring Service**

Referrals

PO Box 3963

Royal Wootton Bassett

SN4 4HH

Email: [dbsdispatch@dbs.gsi.gov.uk](mailto:dbsdispatch@dbs.gsi.gov.uk)

and send to:

**Teaching Regulation Agency**

Teacher Misconduct Unit

Ground Floor, South

Cheylesmore House

5 Quinton Road

Coventry

CV1 2WT

Email: [misconduct.teacher@education.gov.uk](mailto:misconduct.teacher@education.gov.uk)

# Key Stage Teacher Supply