Managing Allegations Against Staff

(Parent and Carer Information)

At Future Stars, the safety and wellbeing of children is our highest priority. We take any concern about the behaviour of a member of staff, volunteer, or adult working with children extremely seriously.

We have clear procedures in place to ensure that any allegation is managed quickly, fairly, and in line with national safeguarding guidance.

What Is an Allegation?

An allegation may arise where it is believed that an adult working with children 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 in a way that indicates they may pose a risk to children
- Failed to follow safeguarding procedures or professional standards in a way that places children at risk

Concerns of this nature are treated as safeguarding matters.

How Concerns Are Reported

If a concern or allegation is raised, it must be reported immediately to the organisation's **Designated Safeguarding Lead (DSL)** or a senior member of staff.

If the concern relates to the DSL or senior leadership, the matter will be escalated directly to the appropriate safeguarding authority.

Parents and carers are encouraged to report any concerns about staff behaviour as soon as possible.

What Happens Next?

When an allegation is reported:

1. **Immediate Safeguarding Action**
   The safety and welfare of children will always be the first priority. Immediate action will be taken if required to protect children.
2. **Initial Assessment**
   The concern will be reviewed by senior safeguarding staff to determine the appropriate next steps.
3. **External Safeguarding Advice**
   Where required, the organisation will consult with the **Local Authority Designated Officer (LADO)**. The LADO oversees allegations against adults working with children and advises on how the matter should be handled.
4. **Investigation Process**
   Depending on the circumstances, the matter may involve:
   - a safeguarding investigation

- a police investigation
- an internal disciplinary process
- or a combination of these

5. **Appropriate Action**
   Action will be taken in line with safeguarding guidance and employment law. This may include suspension during an investigation where necessary to safeguard children.

Communication with Parents

We understand that concerns involving staff can be worrying for families. However, due to confidentiality and safeguarding requirements, it is not always possible to share full details of an allegation or investigation.

Where appropriate and lawful, parents will be informed of matters that affect the safety and welfare of children attending our provision.

Our Safeguarding Commitment

Future Stars is committed to:

- Acting promptly and appropriately when concerns are raised
- Working with safeguarding authorities and external agencies
- Protecting children from harm
- Ensuring that all staff follow the highest standards of professional conduct

Safeguarding is everyone's responsibility, and we welcome parents raising concerns in good faith.

Raising a Concern

If you have a concern about the behaviour of a member of staff or volunteer, please contact us as soon as possible so that it can be addressed appropriately.

If you feel a safeguarding concern has not been handled correctly, you may contact the relevant local authority children's social care service, the LADO where an allegation concerns an adult working with children, or Ofsted where the concern falls within its regulatory remit. In an emergency call 999.

This information explains how Future Stars Coaching manages concerns. Staff follow the organisation's Safeguarding and Child Protection Policy and supporting allegations procedure.

Reviewed on: 15.10.2026	Reviewed by: FH
Renewal date: July 2027	