

Case study: KCSIE Part 4

Part 1

A teacher, Mr B, is seen frequently walking around the school grounds with the same Year 12 pupil. The contact appears to be social rather than professional in contravention of the staff code of conduct.

Other staff are concerned about the frequency and nature of the contact.

1. **Should staff raise their concerns?**
2. **If so, how should they raise their concerns?**
3. **What action should the Head take once aware of these concerns?**

Part 2

Mr B is spoken with and is shocked by the complaint. He says that the pupil needed additional pastoral support due to her personal circumstances, that she had latched on to him and that he was only trying to be supportive.

When the pupil is spoken with she portrays this as a friendship and does not consider it inappropriate.

The Head decides that the School email system should be searched. This reveals several emails between Mr B and the pupil, which are overly familiar in nature. Some of the emails have been sent to the pupil during school holiday periods.

4. **What should be done with this new information?**
5. **Should the Head contact the parents?**

Part 3

The Head receives a call from the parents of the pupil to say they have been looking at their daughter's mobile phone and have found text messages between her and Mr B. The text messages suggest that there has been a meeting between them on a Saturday evening and the parents say they are going to go to the police if the School does not act immediately.

6. **What should the Head tell the parents?**
7. **What action should the Head now take?**
8. **What information is Mr B entitled to know at this stage?**
9. **What strategic considerations are there for the Head in order to deal with the matter now and further down the line?**

Part 4

The LADO, the Police and the Head have now attended a strategy meeting. The LADO and the Police consider that a potential criminal offence has been committed and that a criminal investigation is required. Mr B is arrested, questioned and released.

A decision is taken to formally suspend Mr B.

10. **What possible criminal allegations could the Police be investigating?**

11. **What if the girl was 18?**
12. **What should the terms of suspension include?**
13. **Is there any support the School should consider putting in place for Mr B?**
14. **The Head wants to inform the School community immediately that Mr B will be suspended. What are the problems with this action and could this expose the School to any liability?**
15. **Can the School now conduct an internal disciplinary procedure?**
16. **What are the likely disciplinary allegations that would be investigated?**

Part 5

Following a disciplinary hearing and appeal the allegations against Mr B are upheld and he is dismissed for gross misconduct.

17. **How should the outcome be recorded?**
18. **What can be mentioned in any future reference the School provides for Mr B?**
19. **Does the School have any reporting obligations at this stage and, if so, to whom?**