



Allegations against staff policy

Internal Use

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Definitions

In this Policy, unless the context otherwise requires, the following expressions shall have the following meanings:

- 'Academy' means the academy named at the beginning of this Policy and includes all sites upon which the Academy undertaking is, from time to time, being carried out.
- 'Academy Trust Company' means the company responsible for the management of the Academy and, for all purposes, means the employer of staff at the Academy.
- 'Board' means the Trust Board of the Academy Trust Company.
- 'Case Manager' means the person responsible for managing an allegation, being the Headteacher (or, where the allegation concerns the Headteacher, the Chair of the Local Governing Board).
- 'Chair' means the Chair of the relevant Local Governing Board or committee thereof, unless otherwise stated, or a member of the Trust Team.
- 'Designated Safeguarding Lead (DSL)' means the senior member of staff designated to take lead responsibility for child protection and safeguarding matters in each academy.
- 'Headteacher / Executive Headteacher' means the most senior teacher in the Academy who is responsible for its management and administration.
- 'LADO' means the Local Authority Designated Officer, being the officer appointed by the relevant Local Authority to oversee allegations made against people who work with children.
- 'Working Day' means any day on which you would ordinarily work if you were a full-time employee.

1. Purpose and scope

Commitment to safeguarding:

Sancta Familia Catholic Academy Trust is committed to safeguarding the welfare of every child and young person in our care. Rooted in our Catholic values of love, service, humility and faith, we recognise the dignity of every person in our community — staff, pupils and their families alike. We are therefore committed to ensuring that all allegations or concerns about the conduct of staff, volunteers, governors or contractors are dealt with fairly, consistently, compassionately and without delay.

This Policy is grounded in the core values of Sancta Familia Catholic Academy Trust:

- Love – "Love one another as I have loved you." John 13:34. We care for the wellbeing of every member of our community — including those who are the subject of an allegation and those who have raised a concern.
- Service – we serve the needs of others and respect everyone, seeking to understand rather than be understood. We approach all matters with a commitment to fairness, restoration and the possibility of resolution.
- Humility – we do not rush to judgement. We listen carefully, act with integrity and ensure that every process is conducted with fairness and compassion.
- Faith – we act with courage and in accordance with Gospel values, treating everyone with honesty, dignity and respect. We have the faith to do the right thing, even when it is difficult.

Scope

1.1 This Policy applies to all staff, volunteers, agency / supply workers, contractors and governors working within any academy in the Sancta Familia Catholic Academy Trust. It applies where an allegation is made that a person working with children has:

- behaved in a way that has harmed, or may have harmed, a child;
- possibly committed a criminal offence against or related to a child;
- behaved towards a child or children in a way that indicates they may pose a risk of harm to children; or
- behaved or may have behaved in a way that indicates they may not be suitable to work with children (including behaviour outside of the workplace).

1.2 There may be occasions where this procedure needs to be modified to comply with the requirements of the Academy Trust Company's Child Protection and Safeguarding Policies, for example by allowing the Local Authority Designated Officer to offer advice at appropriate stages, or where an employee has a disability which means that reasonable adjustments need to be made. All modifications will be discussed with the employee.

2. Definition of an allegation

2.1 For the purposes of this Policy, an allegation means any concern or complaint raised about the conduct or behaviour of a member of staff, volunteer, governor or contractor that meets one or more of the criteria set out in Paragraph 1 above.

2.2 It is important to distinguish between an allegation and a concern:

- An allegation meets the harm threshold described above and must be referred to the LADO within one working day.
- A concern may not meet the harm threshold but should still be addressed through the Academy Trust Company's normal management processes, Code of Conduct procedures and / or Disciplinary Policy, as appropriate.

2.3 If there is any doubt about whether a matter constitutes an allegation or a concern, advice must be sought from the LADO before taking any action.

Low-Level Concerns

2.4 A low-level concern is any concern, no matter how small, and even if it amounts to no more than a sense of unease or "doubt" that an adult working in or on behalf of an Academy may have behaved in a way that is inconsistent with the Staff Code of Conduct, but which does not meet the harm threshold described in Paragraph 2.1 above and would not be referred to the LADO. The term "low-level" does not mean the concern is insignificant: many serious safeguarding concerns begin as a pattern of low-level behaviour, and all such concerns must be taken seriously, recorded and responded to.

2.5 Examples of behaviour that may give rise to a low-level concern include, but are not limited to:

- being overly familiar with a child or children;
- having favourites;
- taking photographs of children on a personal mobile phone, contrary to Academy policy;
- a breach of professional boundaries, whether in person or online.

What this means for Headteachers and managers at school level

2.6 Headteachers and managers are responsible for creating and maintaining an open and transparent culture in which staff feel confident to share low-level concerns about a colleague, or to self-refer, without fear of unfair treatment. In schools, the head teacher (or, where the DSL receives the concern directly, the DSL reporting to the head teacher) is responsible for:

- ensuring all low-level concerns are recorded in writing, including the nature of the concern, the context in which it arose, and any action taken in the safeguarding dashboard on the low-level concerns tab;
- considering each concern on its own merits and deciding on a proportionate response, which may include a supportive conversation, additional training, informal management action or, where appropriate, referral into the Academy Trust Company's disciplinary procedures;
- reviewing records of low-level concerns regularly so that patterns of behaviour concerning the same individual can be identified;
- escalating a concern to an allegation, and referring it to the LADO, where a pattern of low-level concerns, or new information, indicates that the harm threshold may now be met;
- maintaining confidentiality and sharing information only on a need-to-know basis.

Where a low-level concern relates to the Headteacher

2.7 Where a low-level concern is raised about the conduct of a head teacher or executive head teacher, it must not be managed at Academy level. It must instead be reported without delay to the regional trust lead and the Trust CEO, who will determine the appropriate response, decide who will act as Case Manager, and ensure the concern is recorded and monitored in line with this Policy. This ensures that any concern regarding the most senior leader of an Academy is considered with appropriate independence and oversight.

Where a low-level concern relates to the Regional Trust Lead / Central Team

2.8 Where a low-level concern is raised about the conduct of a regional trust lead or other member of the central Trust team, it must be reported without delay to the CEO, who will determine the appropriate response and ensure the concern is recorded and monitored in line with this Policy.

Where a low-level concern relates to the CEO

2.9 Where a low-level concern is raised about the conduct of the CEO, it must be reported without delay to the Chair of the Trust Board, who will determine the appropriate response, decide who will act as Case Manager, and ensure the concern is recorded and monitored in line with this Policy.

Where a low-level concern relates to a Governor or Director

2.10 Where a low-level concern is raised about the conduct of a Governor or Director, it must be reported without delay to the Chair of the Trust Board, who will determine the appropriate response, decide who will act as Case Manager, and ensure the concern is recorded and monitored in line with this Policy. If it is about the Chair of the Trust Board, it must be reported without delay to the Diocesan School's Commissioner, who will determine the appropriate response on behalf of our members.

3. Legal framework

3.1 This Policy has been developed in accordance with the following legislation, statutory guidance and best practice:

- Keeping Children Safe in Education (KCSiE) 2025 (and subsequent updates) – Department for Education;
- Working Together to Safeguard Children 2023 (updated 2026) – HM Government;
- London Safeguarding Children Procedures – CP7 (updated March 2026);
- The Education Act 2002 (as amended);
- The Education Act 2011 (Section 13 – reporting restrictions);
- The Safeguarding Vulnerable Groups Act 2006;
- Disclosure and Barring Service (DBS) guidance on referrals;
- The Employment Rights Act 1996;
- General Data Protection Regulation (GDPR) and the Data Protection Act 2018;
- Statutory guidance issued by the Teaching Regulation Agency (TRA).

3.2 The legal framework places a clear duty on all employers, including Academy Trust Companies, to:

- report all allegations that meet the harm threshold to the LADO within one working day;
- co-operate with any investigation undertaken by the police, children's social care or the LADO;
- make a referral to the DBS where an individual is removed from regulated activity following a substantiated allegation.

4. Roles and responsibilities

The Designated Safeguarding Lead (DSL)

4.1 Each academy within the Academy Trust Company will have a Designated Safeguarding Lead (DSL) who holds responsibility for:

- receiving and recording all allegations and concerns relating to staff conduct;
- consulting with and making referrals to the LADO within one working day of receiving an allegation that meets the harm threshold;
- liaising with the Headteacher (or, where the allegation concerns the Headteacher, the Chair of the Local Governing Board) and the Trust's Head of HR and Culture;
- keeping accurate written records of all actions taken;
- co-operating with any LADO-led investigation or multi-agency strategy discussion.

The Headteacher / Executive Headteacher (Case Manager)

4.2 Where an allegation is made against a member of staff other than the Headteacher, the Headteacher will act as Case Manager and will be responsible for:

- ensuring that the allegation is referred to the LADO by the DSL without delay;
- making decisions about precautionary suspension in consultation with the LADO and the Head of HR and Culture;
- keeping the Head of HR and Culture and the Trust CEO informed of progress;
- ensuring that the member of staff who is the subject of the allegation is informed as soon as possible, subject to the advice of the LADO and/or the police;
- ensuring appropriate support is made available to all parties.

Where the Allegation Concerns the Headteacher

4.3 Where the allegation is against the Headteacher or Executive Headteacher, the Chair of the Local Governing Board shall act as Case Manager. The Chair should:

- notify the CEO and the Head of HR and Culture immediately;
- ensure that the allegation is referred to the LADO within one working day;
- not investigate the allegation personally but take all precautionary decisions in consultation with the LADO and the Head of HR and Culture.

The Local Authority Designated Officer (LADO)

4.4 The LADO is employed by the Local Authority and has responsibility for overseeing the management of allegations against people who work with children. The LADO's role is to:

- provide advice and guidance to the Academy Trust Company;
- determine whether an allegation meets the harm threshold;
- co-ordinate the investigation where appropriate, involving the police and children's social care as necessary;
- monitor the progress of cases to ensure they are dealt with as quickly as possible consistent with a thorough and fair process;
- determine the outcome of the allegation following investigation.

4.5 The LADO does not investigate allegations personally but ensures that an appropriate investigation is carried out. The Academy Trust Company should follow the LADO's guidance at all times.

The Head of HR and Culture

4.6 The Head of HR and Culture will support the Case Manager throughout the process and will:

- advise on employment law implications and the application of related Trust policies;
- attend LADO strategy discussions and multi-agency meetings as appropriate;
- ensure that any disciplinary process runs in parallel with, but secondary to, any safeguarding investigation;
- maintain confidential personnel records throughout.

The Trust CEO / Trust Board

4.7 The CEO will be notified of all allegations and will report to the Trust Board as appropriate, ensuring governance oversight is maintained. The Trust Board retains responsibility for ensuring that the Academy Trust Company meets its statutory safeguarding obligations.

All Staff

4.8 As members of the Sancta Familia family, all staff share a sacred responsibility to protect the children in our care. This means:

- Reporting any concern about the conduct of a colleague to the DSL or Headteacher immediately — no concern is too small to raise.
- Not investigating allegations personally or taking any action that could compromise an investigation.
- Always maintaining strict confidentiality and not disclosing information to any unauthorised person.
- Co-operating fully and honestly with any investigation as required.
- Raising a concern is an act of love and courage. It is one of the most important things any member of our community can do to keep children safe.

5. Initial response and referral to the LADO

Receiving an Allegation

5.1 Any member of staff who receives a complaint, disclosure or concern about the conduct of another member of staff, volunteer, governor or contractor must report it immediately to the Designated Safeguarding Lead (DSL) or, in their absence, the Deputy DSL. If the DSL or Deputy DSL is the subject of the concern, the report should be made directly to the Headteacher. If the Headteacher is the subject of the concern, the report should be made directly to the Chair of the Local Governing Board.

5.2 Upon receiving an allegation, the DSL must:

- make a written record of the information received, including the time, date and place, and as far as possible in the words of the person raising the concern;
- not question the person raising the concern further than is necessary to establish the basic facts;
- not approach or interview the person who is the subject of the allegation;
- not take any investigative action before consulting with the LADO.

Consulting and Notifying the LADO

5.3 The DSL must consult with and, where appropriate, formally notify the LADO within one working day of receiving an allegation that meets or may meet the harm threshold. The LADO referral should be made using the Academy Trust Company's Allegations Referral Form (ASF1) at Appendix 1.

5.4 Where it is not immediately clear whether the harm threshold is met, the DSL must consult the LADO to determine the appropriate course of action. Failure to notify the LADO of a qualifying allegation is a serious breach of this Policy and may constitute a disciplinary matter.

Informing the Person Subject to the Allegation

5.5 The person who is the subject of the allegation will be informed of the allegation made against them as soon as possible and in a manner that is consistent with the advice of the LADO and any police involvement. Where a criminal investigation is underway, the police may advise that the subject of the allegation should not be told of certain details. The Academy Trust Company will comply with any such direction.

Informing Parents and Carers

5.6 Parents and carers of any child involved will be informed of the allegation and the process being followed, in accordance with the LADO's guidance. The Academy Trust Company will ensure that parents and carers are kept updated on the progress of the matter, subject to any restrictions on information sharing advised by the LADO or police.

6. Suspension and precautionary action

- 6.1 Suspension is not an automatic response to an allegation. The decision to suspend will be taken by the Case Manager in consultation with the LADO and the Head of HR and Culture, based on a careful assessment of risk.
- 6.2 Before deciding to suspend, the Case Manager will consider whether there are alternatives to suspension which adequately manage any risk to children, including:
- redeployment so that the individual does not have direct contact with children;
 - a change of duties;
 - additional supervision;
 - working from home (where the role permits).
- 6.3 Suspension will be considered where:
- there is an immediate risk to children or the investigation may be prejudiced if the individual remains in the workplace;
 - the nature of the allegation is such that the individual's continued presence could cause harm or distress to those involved;
 - the LADO advises that suspension is appropriate.
- 6.4 Where suspension is imposed, the Academy Trust Company will:
- inform the individual in writing of the reason for suspension, confirming that it is a precautionary measure and does not constitute a presumption of guilt;
 - keep the suspension under regular review throughout the investigation;
 - ensure that the individual is given a named point of contact for support and queries during suspension.

7. The investigation process

- 7.1 The nature of the investigation will be determined by the LADO following the initial referral. In most cases, investigations will take one of the following forms:
- a police investigation, where the allegation constitutes or may constitute a criminal offence;
 - a children's social care investigation, where there is a concern that a child has suffered or may suffer significant harm;
 - a disciplinary investigation by the Academy Trust Company (which may run concurrently with, but secondary to, any police or children's social care investigation);
 - a combination of the above.
- 7.2 Where the Academy Trust Company is required to refer a matter to the LADO, the LADO will advise on whether and how an internal investigation should proceed. In most cases, schools will conduct their own investigation and report their findings; LADO oversight is reserved for the most serious cases where the referral threshold is met. Where the LADO is directly overseeing an investigation, the Academy Trust Company must ensure that any internal investigation does not:
- commence before the agreement of the LADO;

- compromise or duplicate any police or children's social care investigation;
- involve interviewing any child without the agreement of the police and/or children's social care.

7.3 Any investigation will be conducted by a senior member of staff who has had no prior involvement in the matter and who has received appropriate training. The investigator will make a written report of their findings and present this to the Case Manager and, where appropriate, to the LADO.

8. Outcomes

8.1 Following investigation, the LADO will determine the outcome of the allegation. The Academy Trust Company should be aware of the following defined outcomes:

Substantiated

8.2 There is sufficient evidence to prove the allegation on the balance of probabilities. Where an allegation is substantiated, the Academy Trust Company will consider disciplinary action and may be required to make a referral to the DBS and/or the Teaching Regulation Agency (TRA).

Unsubstantiated

8.3 There is insufficient evidence to either prove or disprove the allegation. An unsubstantiated allegation does not imply guilt or innocence. The Academy Trust Company should consider what support is appropriate for the individual and whether any changes to practice or supervision are warranted.

False

8.4 There is sufficient evidence to disprove the allegation. The Academy Trust Company will take appropriate steps to support the individual who has been the subject of the allegation.

Malicious

8.5 There is clear evidence that the allegation has been made with the deliberate intention to cause harm. Making a malicious allegation is a serious matter which may constitute gross misconduct if made by a member of staff.

Unfounded

8.6 There is no evidence or reasonable basis for concluding that the conduct described in the allegation occurred.

9. DBS and regulatory referrals

9.1 The Academy Trust Company has a legal duty to make a referral to the Disclosure and Barring Service (DBS) where it:

- dismisses or removes an individual from regulated activity following a substantiated allegation;
- or

- would have dismissed or removed an individual had they not resigned or otherwise left their post.

9.2 The Academy Trust Company also has a power to refer where an individual has been cautioned or convicted of a relevant offence, or where the harm threshold criteria are met and the individual is removed from regulated activity.

9.3 Where a substantiated allegation involves a teacher or other regulated professional, the Academy Trust Company must also consider whether a referral to the Teaching Regulation Agency (TRA) is required. All referrals to the DBS and/or TRA will be made by the Head of HR and Culture, in consultation with the CEO and external legal advisers where appropriate. The Academy Trust Company will notify Ofsted of any substantiated allegation in accordance with its statutory reporting obligations.

10. Support for those involved

Support for the Person Subject to the Allegation

10.1 We recognise that being the subject of an allegation can be one of the most distressing experiences a person can face. Rooted in our value of love, we are committed to ensuring that no member of our community walks through this process alone. The Trust will:

- Inform the individual of the allegation and the process being followed as soon as it is appropriate to do so.
- Provide a named point of contact throughout the investigation — someone who will listen, support and keep the individual informed.
- Signpost the individual to appropriate sources of support, including their trade union representative, employee assistance services and pastoral support.
- Ensure the individual is never left isolated and is kept informed of progress at every stage.

Support for Children and Families

10.2 The welfare of every child involved is paramount — it is the foundation upon which everything in this policy rests. Rooted in our call to serve those most in need, the Trust will ensure that:

- Every child involved receives appropriate pastoral support, with their wellbeing at the centre of every decision.
- Parents and carers are kept informed of the process in accordance with the LADO's guidance.
- No action is taken that could cause further distress to the child or compromise any investigation.

Support for Staff Witnesses

10.3 We recognise that being asked to give information as part of an investigation can be difficult and unsettling. Staff who come forward in good faith will be supported, protected and never penalised for doing so. Speaking up is an act of courage — and at Sancta Familia, courage is something we ask of one another in service of our children.

11. Confidentiality and information sharing

- 11.1 All parties involved in an allegation must maintain strict confidentiality throughout the process. Information should only be shared on a need-to-know basis and in accordance with the guidance provided by the LADO and any direction from the police.
- 11.2 The Academy Trust Company will comply with the provisions of the GDPR and the Data Protection Act 2018 in the handling of all personal data relating to allegations.
- 11.3 Reporting restrictions apply under Section 13 of the Education Act 2011. It is a criminal offence to publish any information that may identify a teacher who is the subject of an allegation involving a pupil, unless and until the teacher is formally charged. This restriction applies to all staff and governors. Any enquiries from the media must be referred to the Academy Trust Company's Head of HR and Culture and/or CEO.
- 11.4 At the conclusion of the matter, and after any related disciplinary or other processes have been completed, a report will be presented to the HR and Wellbeing Committee of the Trust Board as a confidential item.

12. Resignations and settlement agreements

- 12.1 If the person who is the subject of an allegation resigns or otherwise ceases their employment during the investigation, this will not prevent the Academy Trust Company from completing the process. The LADO must be notified of the resignation, and the investigation will continue in their absence.
- 12.2 The Academy Trust Company will not enter into any 'compromise' or settlement agreement that prevents it from:
- making a referral to the DBS where required;
 - making a referral to the TRA where required;
 - providing a full and accurate reference in any future employment checks.
- 12.3 Any settlement or compromise agreement which includes a 'gagging clause' that prevents reference to an allegation or its outcome is unlawful insofar as it purports to restrict the Academy Trust Company's statutory reporting obligations.

13. Record keeping

- 13.1 The Academy Trust Company will maintain detailed and confidential records of all allegations and their outcomes. Records will include:
- the nature of the allegation;
 - details of the action taken and the rationale for each decision;
 - the outcome of the investigation;
 - any referrals made to external agencies;
 - correspondence with the LADO, police and children's social care.

- 13.2 Records will be retained securely and separately from the individual's main personnel file. Where an allegation is not substantiated, false, unfounded or malicious, the Academy Trust Company will discuss with the LADO what records should be retained, having regard to the individual's right to privacy and the Academy Trust Company's duty to safeguard children.
- 13.3 At the conclusion of the process, a report will be presented to the HR and Wellbeing Committee of the Trust Board as a confidential item.

14. False, malicious or unsubstantiated allegations

- 14.1 We recognise that being the subject of an allegation that is ultimately unsubstantiated, unfounded, false or malicious can have a profound and lasting impact on the individual concerned — on their confidence, their wellbeing and their reputation. Rooted in our value of love and our belief in the dignity of every person, the Trust will take active steps to restore and protect the reputation of any member of staff who has been through this experience.
- 14.2 Where an allegation is found to be false or malicious, the Trust will consider carefully what action is appropriate in relation to the person who made it. Where the allegation was made by a member of staff, the matter may be referred to the Trust's Disciplinary Policy. In all cases, the response will be proportionate, fair and consistent with our Catholic values.
- 14.3 It is important to remember that an allegation which is not substantiated is not automatically false or malicious. The absence of evidence to prove an allegation is not the same as evidence that it did not happen. We ask all members of our community to hold this distinction with care and humility.

15. Supply staff and third-party workers

- 15.1 This Policy applies equally to allegations against supply teachers, agency staff, volunteers and third-party contractors working within any academy in the Academy Trust Company.
- 15.2 Where an allegation is made against a supply teacher or agency worker, the Academy Trust Company will notify the LADO and the relevant supply agency simultaneously, and will co-operate fully in any investigation. The agency will be provided with the information necessary for them to fulfil their own safeguarding obligations.
- 15.3 Where a contractor or third-party worker is the subject of an allegation, the Academy Trust Company will refer the matter to the LADO and will notify the contractor's employer or organisation.

16. Whistleblowing

- 16.1 Any member of staff who raises a concern about the conduct of a colleague under this Policy will be protected from victimisation or disadvantage in accordance with the Academy Trust Company's Public Interest Disclosure/Whistleblowing Policy. The Academy Trust Company is committed to creating an environment in which staff feel safe and supported in reporting concerns without fear of reprisal.
- 16.2 Staff who are unsure whether a concern meets the threshold for a LADO referral should speak to the DSL or may contact the LADO directly for confidential advice.
- 16.3 A concern raised under this Policy may, in certain cases, amount to a protected disclosure under the Employment Rights Act 1996 (please see the Academy Trust Company's Public Interest Disclosure Policy and Procedure for further details).

17. Review of this policy

17.1 This Policy will be reviewed annually or following any significant change in legislation, statutory guidance or local safeguarding procedures. The review will be led by the Head of HR and Culture in consultation with the Trust's Designated Safeguarding Lead and the Chief Executive Officer, and will be approved by the Trust Board.

17.2 This Policy has been developed in alignment with the London Safeguarding Children Procedures (CP7, updated March 2026) and Keeping Children Safe in Education 2025.

17.3 At Sancta Familia, safeguarding is not simply a legal obligation — it is an expression of our deepest values and our calling to love and protect every child in our care. We commend this Policy to all members of our community, not as a set of rules, but as a reflection of who we are and what we believe.

"Have courage! Get up; he is calling you." — Mark 10:49

Appendix 1

ALLEGATIONS REFERRAL FORM (ASF1)

SECTION A – DETAILS OF PERSON COMPLETING THIS FORM	
Name:	
Job Title:	
Academy:	
Date of referral:	
Time allegation received:	

SECTION B – DETAILS OF PERSON SUBJECT TO THE ALLEGATION	
Name:	
Job Title / Role:	
Employment status (employed / supply / volunteer / contractor – delete as applicable):	

Date of birth:	
Currently in work / on leave / suspended (delete as applicable):	

SECTION C – DETAILS OF THE ALLEGATION

Summary of allegation (in the words of the person who reported it, as far as possible):

Date(s) of alleged incident(s):	
Name(s) of child(ren) / young person(s) involved (if known):	
Does the allegation appear to meet the harm threshold criteria? (Yes / No / Uncertain):	
Has a police referral been made / is one being considered?:	

SECTION D – IMMEDIATE ACTION TAKEN

Action taken immediately upon receipt of allegation:

Has the LADO been consulted? (Yes / No):	
Name and contact details of LADO contacted:	
Has the subject been informed? (Yes / No / Not yet – pending LADO advice):	
Has the person been suspended? (Yes / No / To be determined):	
Has the Head of HR and Culture been notified? (Yes / No):	

SECTION E – DECLARATION

I confirm that the information provided in this form is accurate and that this referral has been made in good faith. I am aware that this form will be submitted to the LADO and that a report on the outcome of this matter will be made to the HR and Wellbeing Committee of the Trust Board.

Signed:	
Print Name:	
Date:	



SANCTA FAMILIA
CATHOLIC ACADEMY TRUST

