

**WRITTEN QUESTION TO THE MINISTER FOR EDUCATION, SPORT AND CULTURE  
BY DEPUTY M. TADIER OF ST. BRELADE  
ANSWER TO BE TABLED ON TUESDAY 10th MARCH 2015**

**Question**

Does the Department have a policy in relation to suspending current staff members against whom allegations of serious criminal activity have been made, including, but not limited to, child abuse?

**Answer**

All ESC staff are covered by the current States of Jersey disciplinary policy which allows for suspensions under certain circumstances. The policy states that suspension 'is a neutral act, does not constitute or imply guilt on the part of the employee and will be kept to a minimum'.

It adds that suspension may be appropriate:

- where the employee is accused of gross misconduct
- when it is necessary to allow a thorough investigation to be carried out
- where there are potential risks to the employee, other employees, service users or the public.

The categories of gross misconduct are set out in a separate document, Disciplinary Rules, which also applies to all employees