



ORAVA
CONSULTING

EFFECTIVE INVESTIGATIONS FOR SCHOOL LEADERS

Schools must be equipped to carry out fair, thorough, and timely investigations into complaints from staff, students, and parents. ACAS advises that investigators be **independent and properly trained**; an essential safeguard for everyone involved.

Effective investigations build trust, strengthen school culture, and ensure a transparent process for all. Poorly handled investigations, however, can harm a school's reputation, waste time and resources, and create legal and financial risks. Investing in strong investigative practice protects the whole school community.

This 1 day workshop is delivered by an experienced investigator, and is designed to equip those responsible for conducting investigations, such as senior school leaders and governors, with the skills and confidence to do so fairly and effectively.

WHAT YOU'LL LEARN

- The key stages of a fair and robust investigation
- How to plan and manage effective conversations with all parties
- Assessing evidence objectively and avoiding common pitfalls
- Clear documentation and decision-making processes
- Maintaining confidentiality and safeguarding throughout

PERFECT FOR

- Senior Leadership Team
- Designated Saefguarding Leads (DSLs)
- Governors and Trustees

ABOUT THE TRAINER

James Harris is an experienced investigator and trainer with a professional background spanning law enforcement, higher education, and governance. Over the course of his career, he has led and supported complex investigations, delivered specialist training, and helped organisations strengthen their approach to fairness, accountability, and professional conduct



Contact james@oravaconsulting.co.uk or **07515 107 624** for pricing and delivery options