

Stage 5

The LADO is responsible for monitoring progress of referrals to ensure they are dealt with as quickly as possible and are consistent with a thorough and fair process. They will record information and outcomes of the stages and ensure, where necessary, individuals are referred to DBS and any other regulatory body.

Key Information

All allegations should be reported to the LADO. This must include situations where the worker has resigned. 'Compromise agreements' are not acceptable and may put others at risk in the future.

Even when an alleged victim does not wish to make a complaint, this does not mean that the allegation should not be investigated.

If an allegation is unfounded this means events were misinterpreted and the event did not happen.

If an allegation is unsubstantiated this means that there was a lack of evidence and does not mean that the event did not happen, just that it cannot be proved.

All allegations will be recorded and records will be kept for 25 years (10 years if a consultation) or until the person subject to the investigation retires.



Contact:

**Calderdale LADO
Cheryl Baxter**

cheryl.baxter@calderdale.gov.uk

cheryl.baxter@calderdale.gcsx.gov.uk

Tel 01422 394086

For more information see:

**Calderdale Safeguarding
Children Board website;**

<http://www.calderdale->



**A guide to managing
allegations against
adults working with
children and young
people.**



LADO Overview



This leaflet is a brief guide to the Local Authority Designated Officer role, commonly referred to as LADO.

It contains information about how the allegations of harm made against individuals who work with children either paid or in a voluntary capacity are managed.

Calderdale Safeguarding Children Board (CSCB) takes allegations of abuse against children and young people seriously. Any adult working or volunteering with children and young people, at some point, may be the subject of an allegation that they have harmed a child. This is a difficult position for all.

Every local authority has a statutory responsibility to have a Designated Officer who is responsible for co-ordinating the response to concerns that an adult who works with children may have caused them harm.

The criteria for making a report to LADO are that an individual may have:

- 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 in a way that indicates they pose a risk of harm to children.

Process

Stage 1

Persons who have become aware of an allegation against a person working with children discuss this with their Designated Safeguarding Lead (DSL) for allegations in their organisation. The designated person then notifies the LADO within 24 hours via the referral form.

Stage 2

In all cases, the LADO and Designated Safeguarding Lead will consider:

- Whether or not the threshold criteria is met.
- Whether a referral to the police or social care team is appropriate.
- Whether an initial strategy discussion needs to be convened.
- Whether human resources need to be involved.
- Whether any immediate action needs taking to make a child or young person safe within the organisation.
- Where a child makes a clear allegation and/or has an injury, the referrer/employer should inform Children's Social Care immediately to initiate S.47 procedures.

Stage 3

The LADO will consult with the police, social care and the person's line manager if that person is different from the person who referred the allegation.

Stage 4

The LADO will convene a strategy discussion within 5 to 7 working days of the referral. The LADO can also record the concern if the threshold criteria are not met detailed in 'When an allegation is made' section of this leaflet.

Stage 5

The strategy discussion will bring together information to plan the investigation. There are 3 strands to be considered as a result of an allegation:

- Police investigation of a possible criminal offence.
- Enquiries and assessment by children's social care regarding whether a child is in need of services.
- Consideration by an employer of disciplinary action.



