

Role of the LADO

Local authorities should have designated a particular officer, or team of officers (either as part of local multi-agency arrangements or otherwise), to be involved in the management and oversight of allegations against people who work with children.

The LADO is responsible for:

- Providing advice, information and guidance to employers and voluntary organisations around allegations
- Ensuring investigations are carried out in an open and transparent way
- Chairing LADO strategy meetings
- Ensuring the child's voice is heard and that they are safeguarded.
- Establishing a consistent, fair and thorough process for dealing with allegations made against adults who work with children and young people
- Monitoring the progress of cases to ensure they are dealt with in line with agreed timescales

Outcomes

At the end of every investigation the group of managers involved in the investigation must come to a conclusion. The conclusions will be one of the below:

Substantiated

Evidence was able to prove that the alleged incident/malpractice did happen.

Unsubstantiated

Evidence was unable to prove or disprove that the alleged incident/malpractice did or did not happen.

Unfounded

Evidence was available to prove that what was alleged did not happen or could not have happened or information has been misinterpreted.

Malicious

A deliberate act to deceive. For an allegation to be classified as malicious, it will be necessary to have evidence which proves the intention to deceive.



Trafford Strategic
Safeguarding Board

Managing concerns about adults who work with children and young people

Information for those subject to an allegation

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Introduction

The majority of people who work with children act professionally and aim to provide a safe and supportive environment for them. However, sometimes the behaviour of adults who work or volunteer with children and young people can result in allegations of harm being made against them.

It is never acceptable for an adult in a position of trust to harm a child and therefore allegations or concerns about behaviour are taken seriously.

If an allegation has been made or a concern raised about your behaviour in relation to children, further information is needed to understand what has happened.

An allegation can apply to your workplace, the community or to your personal life.

We understand this may be a difficult time for you and this leaflet aims to give you a little more information about the process of managing allegations.

Criteria for referral

Your employer must make a referral to the LADO if a member of their staff who works with children and young people (in regulated activity) under 18 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; or
- Behaved towards a child or children in a way that indicated they are unsuitable to work with children.

Support

You should be:

- Advised to contact your union or professional association representative;
- Given a workplace contact, if you are suspended, who will update you about normal activities. Social contact with colleagues should not be precluded unless detrimental to the investigation.
- Offered Staff Support/Counselling Service and/or Occupational support if available.

The process of managing allegations

Allegation reported to the LADO



The LADO will consider whether a discussion or meeting should be held to decide if further action is needed



If it is necessary to investigate further, a decision will be made whether this will be undertaken by the police, children's social care or the professionals employer. It could be that more than one agency carry out the investigation together.



They may wish to meet with your child to discuss the allegation. This will be agreed with you beforehand.



Following the investigation a decision will be made to conclude the outcome as: founded, unfounded, unsubstantiated or malicious.