

# WHAT HAPPENS IF YOU TELL US, YOU HAVE BEEN HURT BY SOMEONE THAT WORKS WITH CHILDREN?



**This is a leaflet which will help you to understand what happens when you make an allegation of harm against an adult carer, member of staff or a volunteer who works with you.**

Firstly, and most importantly, if you are being harmed by **any** adult who cares for you in **any** capacity then you must report this. You can report this to a trusted adult at school or the police. You can also report the harm to Childline **08001111** or visit [www.childline.org.uk](http://www.childline.org.uk)

## **What is harm?**

'Harm' is also referred to as 'mistreatment' or 'abuse' and can be defined as Sexual, Physical, Neglect or Emotional.

If the adult who causes you harm is a person in a position of trust who could work as a professional or who could be a volunteer (e.g. Teacher, Foster carer, Youth Worker, Police Officer) then the person you report the harm to, must make a referral to Norfolk LADO service.

We recognise that reporting harm can be scary and overwhelming, and we want you to know that the LADO team take all allegations of harm to children seriously.

## **What is a LADO?**

LADO stands for Local Authority Designated Officer and the LADO deems an adult who holds responsibility and works or volunteers in a professional capacity with children as someone in a 'position of trust'. There are four LADOs in Norfolk.

## **What does a LADO do?**

It is the role of the LADO to manage referrals that are made when an adult in a position of trust reportedly harms a child or places a child at risk of harm either in their employment setting or outside of their workplace. The LADO will speak to different agencies (e.g. Police, Childrens Services, the adult's employer) to decide upon next steps. Your views will be very important in this process and will be obtained by a professional who will then share them with LADO.

The LADO will manage an allegations process where they oversee an investigation into the harm caused to ensure that the right outcome is reached for the adult and also for you. You won't be informed of the details of the outcome of the LADO process as this will be confidential to the adult, however we want to thank you for raising your concerns as this helped to ensure that everyone involved can make sure that children are safe from harm.

## **What happens next?**

As a result of the allegation made and the LADO process, the adult may be suspended or dismissed or may continue in their role but be subject to restrictions and or further training offered. They might also continue in their role with no restrictions. Whilst you won't be informed of the outcome, you will be informed when the process has concluded.

If you need further advice or support for the harm you have suffered, please speak to your teacher/carers/parent/social worker (if you have one), or consider visiting [www.kooth.com](http://www.kooth.com) where you can access online counselling support. You could also consider accessing support via [giveusashout.org](http://giveusashout.org)

