

Background

- Role set out in Working Together to Safeguard Children 2023.
- Responsible for managing allegations against any adults who works/ volunteers with children.
- LADO works with police, children’s social care, employers and other involved professionals.
- The LADO does not conduct investigations directly, but rather oversees and directs to ensure thoroughness, timeliness and fairness of safeguarding process.

Conclusion:

The LADO -

- Provides advice, information & guidance regarding allegations & concerns against paid & unpaid workers.
- Manages the LADO process, overseeing individual cases.
- Ensures the child’s voice is heard & they are safeguarded.
- Ensures there is a consistent, fair & thorough process.
- Monitors the progress of cases to ensure they are dealt with as quickly as possible & reach an outcome
- Chairs meetings as appropriate.
- Referrals & further information - [How to Raise a Concern | Norfolk Safeguarding Children Partnership \(norfolkscp.org.uk\)](https://www.norfolkscp.org.uk)

Process

- The LADO is involved from the initial phase of the allegation through to the conclusion of the case.
- The LADO process will oversee/be alongside the other strands – child protection, criminal investigation disciplinary process. The LADO will monitor and record the progress of each case.
- The LADO does not make decisions about suspension or dismissal and does not offer support or directly communicates with the person subject of the process.
- A final LADO meeting is held to reach a conclusion and ensure all tasks have been completed & a final action plan is agreed, including any referrals to DBS, or other regulatory bodies and/ or actions to address lessons learnt.



Consideration

The LADO will establish the level of concern / harm and whether the threshold for the allegation management process is met. Where threshold is not met, the LADO will advise the referrer and may offer advice on next steps. Where the threshold has been met, the formal LADO process will progress, and actions will be agreed. This could be:

- A police investigation of a possible criminal offence.
- Enquiries & assessment by children’s social care whether a child is in need of protection or in need of services.
- Employer/ Agency investigation and consideration by an employer of disciplinary action in respect of the individual.
- Safeguarding children is paramount – child protection process must be followed if there is a concern that a child is being, or is at risk of being, significantly harmed.

Criteria

LADO Team must be contacted within one working day. Where it is alleged that a person who works/ volunteers with children 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.
- Behaved towards a child or children in a way that indicates they may pose a risk of harm to children.
- Behaved or may have behaved in a way that indicates they may not be suitable to work with children including ‘transferable risk’ (see below).
- Allegations of historical abuse should be responded to in the same way as contemporary concerns.

Transferable Risk

An allegation can relate to an adult’s behaviour outside work, and their relationships with others, if they:

- Have behaved in a way in their personal life that raises safeguarding concerns. These concerns do not have to directly relate to a child, e.g. arrested for the possession of illegal drugs or weapons; domestic abuse; other violent offences.
- Have children, as a parent or carer, who become subject to child protection procedures.
- Are closely associated with someone in their personal lives (e.g., partner, member of their family) who may present a risk of harm to child/ren for whom the adult is responsible in their employment/volunteering.

Allegation or Concern

- It might not be clear whether an incident constitutes an ‘allegation’ or concern or a complaint matter.
- Remember - the alleged incident must meet the LADO criteria.
- If uncertain/in doubt consult with the LADO.