

Managing Allegations & the Role of the LADO



The Role of Faith Groups

“Churches, other places of worship and faith-based organisations provide a wide range of activities for children and have an important role in safeguarding children and supporting families. Like other organisations who work with children they need to have appropriate arrangements in place to safeguard and promote the welfare of children.”

Working Together to safeguard Children



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Legislation & Guidance

- Sec 11 Children Act 2004 – places a duty on key persons & bodies to ensure children are safeguarded.
- Working Together 2018 – highlights the roles and responsibilities of a number of agencies in relation to safeguarding children.
- Keeping Children Safe in Education – DfE September 2018. Details Safeguarding information, Safer recruitment and how to deal with allegations of abuse made against teachers and other staff.
- London Child Protection Procedures – Section 7 (Allegations)



What is a LADO

- Statutory role – every Local Authority has to have a LADO.
- LADO's provide advice and guidance to employers.
- LADO's are involved in management and oversight of cases, monitor the progress if a case.
- To liaise with police and other agencies.
- Remains involved even if it is not Child Protection and until disciplinary investigations are complete.
- Hold meetings and review cases if required. Continue to offer advice and guidance.



Grounds for Allegations

A referral **MUST** be made to the LADO in every case where it is alleged that a person working 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.
- Includes inappropriate relationships or abuse of trust
- May include matters relating to someone's private life



Consultation with LADO

- Agencies should consult with the LADO or SPA if concerned that it may meet threshold or to seek advice – no investigation until after this consultation.
- If out of hours, advice can be sought from EDT or Police.
- For the majority of times it is imperative parents are informed if not already.
- DSL and the LADO must consider the nature, content and context of the allegation. Discuss in full and agree next steps.
- Police must be consulted if it is believed a criminal offence has been committed.
- Safety of other children in the setting is a priority.



Allegations Against Staff & Volunteer Meetings

- ASV Meetings are held to draw together three possible strands of enquiries:
 - By the Police in relation to possible criminal matters
 - By Social Care in relation to the needs of any child or young person
 - By the employer in relation to disciplinary and employment matters, including support to the adult about whom the allegations pertain.



Personnel and Disciplinary Issues

- LADO remains involved until process is complete
- Consider advise around suspension and whether suspension is necessary
- A resignation must not prevent the allegation being followed up using procedures
- Suspension from duties is a neutral act, it should not be automatic or the default option but considered when:
 - Suspected significant harm
 - Allegation warrants police investigation
 - Allegation is so serious it may be grounds for dismissal



Referral to DBS

- If an allegation is substantiated and person dismissed or setting ceases to use person's services, or person resigns LADO will discuss with setting and HR whether referral to DBS is required for consideration of inclusion on barred list.
- There is a legal requirement to refer to DBS where an agency think an individual has engaged in conduct that has harmed (or likely to harm) a child or person poses a risk of harm to a child.



Key Contact Details

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