City of BRADFORD METROPOLITAN DISTRICT COUNCIL

ALLEGATIONS MANAGEMENT PROCESS (STAFF AND VOLUNTEERS)

Allegation/concern identified by employer or reported to Police/CSC

↓

Senior Manager for allegations to inform LADO within 1 working day if alleged behaviour:

- Has harmed, or may have harmed a child
- Is a possible criminal offence against or related to a child
- Indicates individual may pose a risk of harm to children *(Working Together 2018)*

↓

Consultation between LADO and Senior Manager → **Formally logged by LADO**

LADO Referral form completed if criteria met

↓

Allegation Unfounded	Employer/HR action	Child suffering or at risk of suffering significant harm	Possible criminal offence
NFA but consider referral to CSC/Police if malicious	Employer to consider safeguarding measures with advice from LADO (i.e. suspension)	Agency referral to CSC/LADO discussion with CSC if necessary	LADO refers to police for initial evaluation

↓

Share information
Decide action (consider AMM if required to inform action)

↓

Single agency investigation by employer	CSC investigation	Police investigation

↓

OUTCOMES
Substantiated / Unsubstantiated / Unfounded / Malicious

↓

ACTIONS:

- No further action
- Professional advice, guidance, training
- Disciplinary process
- Criminal prosecution
- Dismissal
- Referral to DBS/ Teaching Regulation Agency/Ofsted

→ Identify any learning for practice

Contact details:
LADO@bradford.gov.uk