

Contact:
LSCB LADO
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ALLEGATIONS / CONCERNS AGAINST STAFF AND VOLUNTEERS CHILD PROTECTION PROCESS

Allegations / concerns identified, Line Manager to:

- Inform LADO within 1 working day if alleged behaviour:
 - Has, or may have, harmed a child
 - Is a possible criminal offence
 - Indicates he / she may pose a risk to children.
 - indicates they may not be suitable to work with children
- Complete LADO Notification Form.
- Inform senior officer responsible for allegations.

Allegation / concerns made direct to Police or Social Care:

- Inform LADO within 1 working day if alleged behaviour:
 - Has, or may have, harmed a child
 - Is a possible criminal offence
 - Indicates he / she may pose a risk to children.
 - indicates they may not be suitable to work with children
- Complete LADO Notification Form.
- Inform senior officer responsible for allegations.

Formally logged by LADO

Consultation between LADO and Line Manager

Allegation is demonstrably unfounded *

No further action, but consider referral to:

- Social care
- Police if allegation deliberately invented

Allegation is a possible disciplinary matter

Child suffering or at risk of suffering significant harm

Agency refers to Social Care for strategy discussion

No significant harm but allegation might constitute a criminal offence

LADO refers to Police for initial evaluation

- Share information
- Decide action (convene allegations management meeting if required to inform action)
- Consider suspension

Social Care and / or Police Investigation

No Social Care or Police investigation

Consider:

- No further action
- Professional advice / guidance / training
- Disciplinary process

This should take place after completion of and investigation, or earlier if agreed with Social Care and Police

An Allegations Management Meeting can be arranged at any point in this process

* this can incorporate allegations that are false or malicious