

Outcomes

At the end of every investigation we must come to a conclusion.

The conclusion will be one of the below:

Substantiated

Evidence was able to prove that the alleged incident/malpractice did happen.

Unsubstantiated

Evidence was unable to prove or disprove that the alleged incident/malpractice did or did not happen.

Unfounded

Evidence was available to prove that what was alleged did not happen or could not have happened or information has been misinterpreted.

False

There is sufficient evidence to disprove the allegation.

Malicious

A deliberate act to deceive. For an allegation to be classified as malicious, it will be necessary to have evidence which proves the intention to deceive.

Further Information

The outcome of any investigation is final.

Unfortunately, detailed information regarding the full extent of the investigation may not be able to be shared with you further than action has been taken and appropriate safeguarding measures have been implemented.

This is due to data protection requirements and is not about withholding this information from you.

You can be assured that Keeping Bristol Safe Partnership provide independent scrutiny to all investigations to ensure they are clear and fair, considering all safeguarding issues to reach a conclusion and that appropriate action is implemented without delay.

In order to help limit unnecessary gossip or speculation it is strongly advised that families, and those directly affected, do not discuss the case outside of their immediate family prior to the formal conclusion.



Managing concerns
about adults who work
with children and
young people

**Information for parents and
carers**

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<https://bristolsafeguarding.org/>

Introduction

Any allegation of abuse is likely to cause a great deal of anxiety and upset to all concerned: the child or young person reporting the abuse, their parents, carers or family members, as well as the person against whom the allegation is made.

This leaflet is intended to guide you through the process of an investigation against a member of staff or volunteer.

An allegation against a member of staff or volunteer is different to a complaint, which might be made against the way a school or another organisation had dealt with something you were not happy about.

Complaints are usually dealt with by the school or organisation.

The majority of people who work with children act professionally and aim to provide a safe and supportive environment for them. However, sometimes the behaviour of adults who work or volunteer with children and young people can result in allegations being made against them.

It is never acceptable for an adult in a position of trust to harm a child.

Who is the Local Authority Designated Officer?

The Local Authority Designated Officer (often referred to as the LADO) is responsible for overseeing all safeguarding allegations about adults who work with children. The work can be paid, unpaid or voluntary.

A concern can be in about the person's behaviour at work or in their personal life.

The LADO will not be able share specific information regarding the alleged person involved with you, but will ensure that a nominated person in the agency undertaking the investigation will keep you informed throughout the process.

The LADO will ensure that the employer's investigation is well supported and carried out thoroughly in a transparent and fair way, and that investigations are concluded in a timely manner, when possible.

In Bristol our Local Authority Designated Officer is Nicola Laird. Nicola is a qualified Social Worker.

What happens now?

Allegation reported to the LADO



The LADO will consider whether a discussion or meeting should be held to decide if further action is needed



If it is necessary to investigate further, a decision will be made whether this will be undertaken by the police, or the professional's employer.



They may wish to meet with your child to discuss the allegation. This will be agreed with you beforehand.



Following the investigation a decision will be made to conclude the outcome as: substantiated, unsubstantiated, unfounded, malicious or false.