

Role of the LADO

Local authorities should have designated a particular officer, or team of officers (either as part of local multi-agency arrangements or otherwise), to be involved in the management and oversight of allegations against people who work with children.

The LADO is responsible for:

- Providing advice, information and guidance to employers and voluntary organisations around allegations
- Ensuring investigations are carried out in a fair, timely and transparent way
- Ensuring the child's voice is heard and that they are safeguarded.
- Chairing LADO strategy meetings
- Monitoring the progress of cases to conclusion ensuring they are dealt with in line with agreed timescales

Outcomes

At the end of every investigation we must come to a conclusion as per Keeping Children Safe in Education.

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.



Managing concerns
about adults who work
with children and young
people

**Information for those subject
to an allegation**

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Introduction

This information leaflet provides a brief guide to the allegations management process and the role of the Local Authority Designated Officer (LADO) in Bristol.

It is never acceptable for an adult in a position of trust to harm a child and therefore allegations or concerns about behaviour are taken seriously.

An allegation is simply that and no decision on validity has been reached at this point.

If an allegation has been made or a concern raised about your behaviour in relation to children, further information is needed to understand what has happened.

An allegation can apply to your workplace, the community or to your personal life.

We understand this may be a difficult time for you and this leaflet aims to give you a little more information about the process of managing allegations.

Criteria for referral

Your employer must make a referral to the LADO if a member of their staff who works with children and young people (in regulated activity) under 18 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; or
- behaved towards a child or children in a way that indicates they may pose a risk of harm to children

Support

You should be:

- Advised to contact your union or professional association representative;
- Given a workplace contact if you are suspended who will update you about normal news. Social contact with colleagues should not be precluded unless detrimental to the investigation;
- Offered staff support, counselling service and/or Occupational Health support if available.

The process of managing allegations

Allegation reported to the LADO



A Strategy Meeting may be convened to consider any employment or voluntary work with children, your suitability to work with them, and whether there are any risks to children you have or care for.



There are 3 potential outcomes from the allegation: No further action after initial consideration, criminal investigation or internal investigation



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



Details of allegations that are found to be malicious are removed from personnel records. All other records will be retained at least until normal pension age is reached. An allegation proven to be unsubstantiated, unfounded, false, or malicious will not be included in employer references.