

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.



CHILDREN

Managing concerns
about adults who work
with children and young
people

Information for employers

Last updated March 2020

Keeping Bristol Safe Partnership (City Hall)
Bristol City Council, PO Box 3399,
Bristol BS1 9NE
<https://bristolsafeguarding.org/>

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.

If you receive any information with regard to a safeguarding complaint, concern or allegation against an employee, volunteer or professional working or providing services to children, you must contact the LADO within one working day. Failure to do this could put children and young people at risk of harm.

This leaflet is about managing allegations of abuse made against adults who work with children and young people in any setting and occur in the workplace or relate to the individual's personal life.

It is important that all allegations of abuse of children and young people are treated seriously and in line with the South West Child Protection Procedures.

Bristol LADO:
Nicola Laird

Criteria for referral

A referral must be made to the LADO if an adult 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

Making a referral

To seek advice or make a referral, please contact the LADO.

You can do this by email, telephone or online.

Telephone: 0117 90 37795

Email: childprotection@bristol.gov.uk

Online: <https://bristolsafeguarding.org/>

The process of managing allegations

Agency receives information about a possible allegation



Ensure children are safeguarded and make referrals to the police and children's social care if required.



Do not investigate the matter, question the alleged victim, the alleged perpetrator or potential witnesses without consultation with the LADO.



The designated senior lead within the organisation will agree a way forward with the LADO.

