

Context

Safeguarding Children is everybody's responsibility. Children can be subject to harm by those who work with them in any setting. This may be by a professional, staff member, foster carer or volunteer. All staff members have a responsibility to report a concern if they believe a member of staff has behaved inappropriately towards a child.

Cont.

Concerns should be escalated to the **Authority Designated Officer (LADO)**.

Unsubstantiated:

This is not the same as false allegation. There is insufficient evidence to disprove the allegation. The term therefore, does not imply guilt or innocence.

The LADO manages allegations made against people in a Position of Trust (PoT). LADO liaises with the Police, Ofsted and Social Care to ensure a fair and thorough process.

A **Substantiated** outcome will appear on a reference. Consideration to be given at the end of an employment disciplinary process for a referral being made to the DBS in regards to Vetting & Barring or other regulatory bodies.

Further information

Read more about LADO procedures [here](#)

To find out about multi-agency training please visit the Havering Safeguarding Children Partnership [website](#).

What happens next?

The LADO will remain involved until all three strands of the investigation are concluded. A final ASV meeting will then be held. At this meeting, an outcome will be decided.

The categories upon which to determine the outcome are:

Substantiated: There is sufficient identifiable evidence to prove the allegation.

False: There is sufficient evidence to disprove the allegation.

Malicious: There is clear evidence to prove there has been a deliberate act to deceive and the allegation is false.

Unfounded: There is no evidence on a proper basis which supports the allegation being made. It might indicate that the person making the allegation misinterpreted the incident or was mistaken about what they say. Alternatively, they may not be aware of all the circumstances.

If threshold for continued involvement of the LADO service is met then an Allegations against Staff and Volunteers (ASV) meeting will be held within five working days. This meeting will consider three strands of investigation:

1. **The investigation of any criminal offence;**
2. **whether a child protection investigation is required to safeguard the children or whether they are in need of support;**
3. **any perceived need for disciplinary action in respect of an employee in relation to the allegation(s)**

Guidance

The LADO does not investigate, the LADO coordinates an investigation. All allegations made against people in Position of Trust (PoT) who work with children in either a paid or voluntary role are managed in line with the following statutory guidance:

[Working together to safeguard children](#)

There is also a requirement for schools to keep a record of low level concerns. Government guidance can be found [here](#) (refer to Part 4, paragraph 407 onwards)

For further information in relation to what constitutes low level concerns please click [here](#)

The LADO must be informed of allegations against adults working with children within 24 hours.

Threshold for LADO

One or more of the following criteria should be met, and includes all cases where a person is alleged to have:

- **behaved in a way that has harmed a child, or may have harmed a child;**
- **possibly committed a criminal offence against or related to a child**
- **behaved towards a child or children in a way that indicates they may pose a risk of harm to children**
- **behaved or may have behaved in a way that indicates they may not be suitable to work with children (transferable risk*)**

*Incidents that happen in an employee/volunteer's private life (or vice versa) that may highlight there is a transferable 'risk' to children in their professional life (or vice versa). Statutory guidance was updated in December 2020 to include examples such as: domestic abuse, substance misuse, extremism and radicalisation, mental health and friendships or close personal relationships who may pose a risk to children.

Making a LADO referral

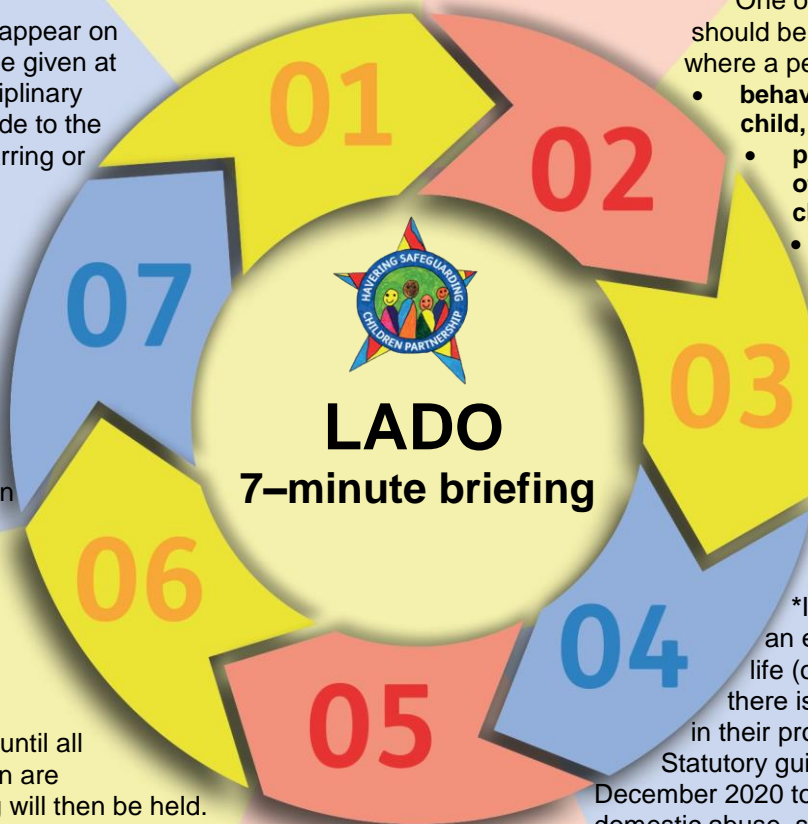
If a concern is brought to your attention and the threshold is met, then a referral should be made to the LADO service.

A referral form can be obtained via the Havering SCP website by clicking [here](#).

Contact details for Havering LADO are:

Tel: 01708 431653

Email: lado@havering.gov.uk



The referral process