

Allegation Management Flowchart



Allegation/serious complaint comes to light about a person working or volunteering in a position of trust with children & young people Refer to the LADO within one working day 01962 876364 or child.protection@hants.gov.uk LADO considers allegation against the LADO threshold i) harm If threshold not met ii) crime Safeguarding advice may or iii) risk may not be given. LADO episode opened on system Information is recorded • If threshold met, refer to MASH for strategy re: police involvement and closed. (Senior Management alerted if case particularly sensitive or reputational risk) • The LADO is responsible for the on-going communication/updates to Senior No further action. Management. Safeguarding/Criminal investigations may run alongside employer enquiries/investigations. **Child Protection** Allegation Management **Procedures** LADO will advise on investigation of the LADO to complete Section 47 strategy allegation. If more than one agency is minutes or provide discussion held in MASH to involved an Allegations Management email update and determine which agency meeting will be convened and chaired by distribute within will hold primary in the the LADO. If a one agency meeting, it may one week investigation be held virtually Employer action/investigation Action by case holding Investigation report sent to LADO for quality assurance team and/or police to assess welfare of child and investigate any crime (welfare of child is priority) LADO signs off report and outcome agreed (potentially through employer disciplinary If an employee is procedures) dismissed or Potential child protection Outcome recorded resigned and the procedures or criminal investigation proceedings concludes they would have been Review the case for lessons learnt for dismissed organisations involved/process/wider Referral may be made to consideration children's workforce DBS or a regulatory body given to DBS referral Potential for LADO briefing note to share lessons learnt