

Allegation Management Flowchart



An allegation comes to light concerning an individual working or volunteering in a position of trust with children and young people

Refer to the LADO online within one working day:
Local Authority Designated Officer (LADO)

If threshold is not met,

you will be advised of this in writing and where appropriate advice may also be provided.

The referral will then close.

LADO considers the allegation against the LADO thresholds: **harm, crime, risk or suitability.** The LADO may request additional details.

If threshold is met, the LADO will refer to MASH for strategy re: police/ CSC involvement or direct an internal investigation.

The LADO is responsible for the on-going communication/updates to the referrer during any CSC/Police investigation.

As directed by LADO, CSC/Police investigations may run alongside employer enquiries/investigations.

Child Protection Procedures
Section 47 strategy
discussion held in MASH to
determine which agency
will lead the investigation

Action by lead agencies to assess welfare of child and investigate any crime (welfare of child is priority)

Potential child protection procedures and/ or criminal proceedings

Referral made to DBS and or regulatory body

Internal Allegation Management

The LADO will provide advice and guidance to employers and voluntary organisations on how to deal with allegations against people who work with children.

Where an allegation meeting is considered appropriate, it will be convened by the LADO.

If a meeting is held, the LADO is responsible for completing and distributing minutes within one week

Employer/organisation actions: risk assessment or suspension and investigation.

Outcome form sent to LADO for quality assurance.

If outcome is that the allegation is substantiated employer/organisation to take advice from LADO regarding a DBS referral.

(Even if the person is no longer in post)

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The outcome is agreed and the LADO signs off the outcome form.

The outcome is recorded.

The LADO may recommend a lesson's learned review to be shared with the Safeguarding Partnership and relevant multi-agency partners.