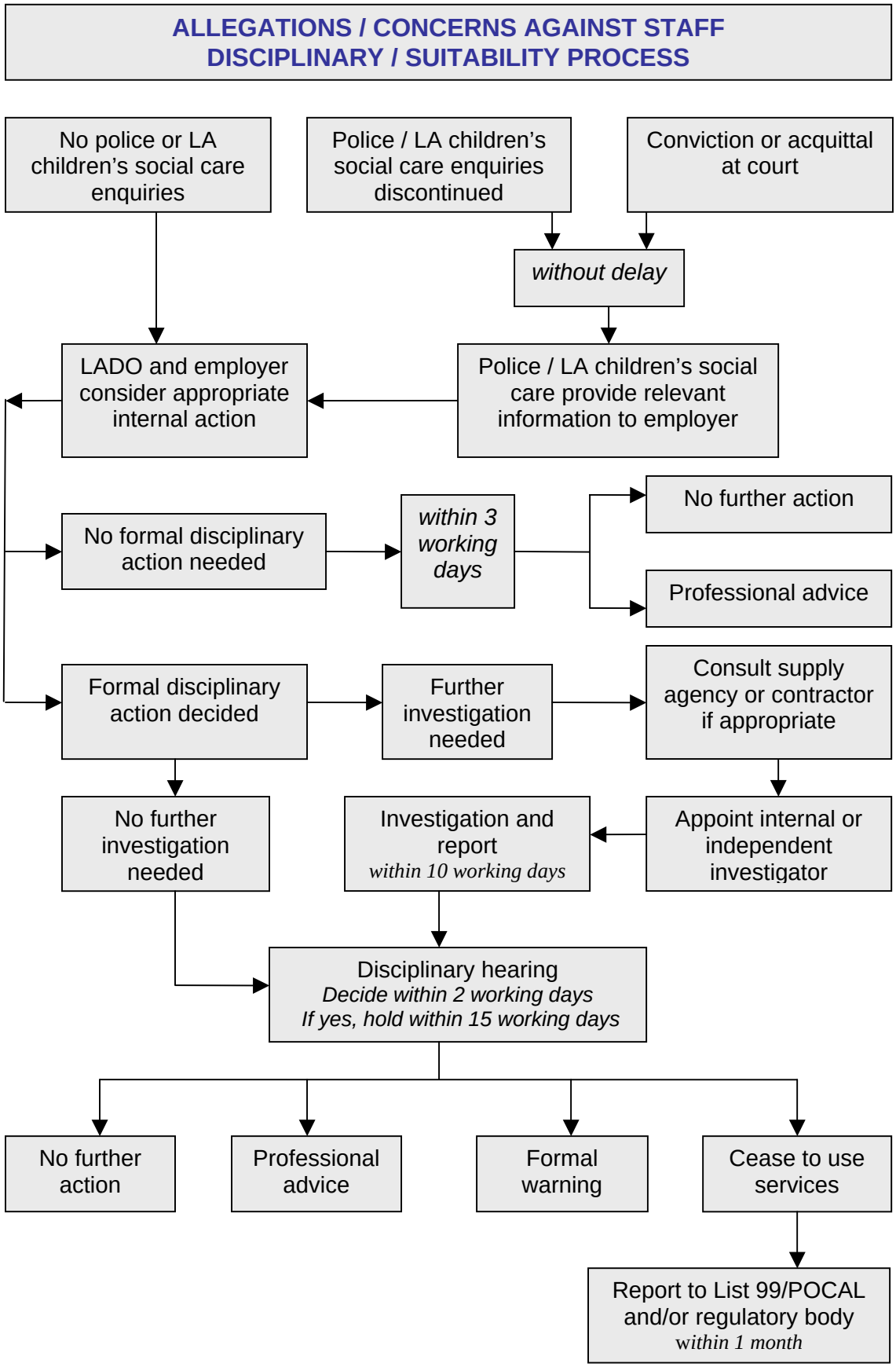
ALLEGATIONS / CONCERNS AGAINST STAFF
DISCIPLINARY / SUITABILITY PROCESS
No police or LA children's social care enquiries
Police / LA children's social care enquiries discontinued
Conviction or acquittal at court
without delay
LADO and employer consider appropriate internal action
Police / LA children's social care provide relevant information to employer
No formal disciplinary action needed
within 3 working days
No further action
Professional advice
Formal disciplinary action decided
Further investigation needed
Consult supply agency or contractor if appropriate
No further investigation needed
Investigation and report
within 10 working days
Appoint internal or independent investigator
Disciplinary hearing
Decide within 2 working days
If yes, hold within 15 working days
No further action
Professional advice
Formal warning
Cease to use services
Report to List 99/POCAL and/or regulatory body
within 1 month