**Briefing:**

**Who and what is the LADO**: In Lancashire we now have three LADO's:  Tim Booth, Donna Green and Shane Penn.  The LADO is the Local Authority Designated Officer and they monitor and review all allegations that have been made against adults who work or volunteer (including students) with children (anyone who has not reached their 18th Birthday).

**What should Social Worker do:** If you are madeaware of an allegation of harm to a child, in relation to an adult who works/volunteers with children on your caseload then you should address any safeguarding concerns without delay and notify the LADO Team, by email: [LADO.Admin@lancashire.gov.uk](mailto:LADO.Admin@lancashire.gov.uk) or Phone LADO Duty: 01772 536694.  And follow the [procedure](http://panlancashirescb.proceduresonline.com/chapters/p_allegations.html).

**Threshold for Notification:**

1. These procedures should be applied when there is an allegation that a person who works with a child has:
   * 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 that they may pose a risk of harm to children.

2. These procedures may also be used where concerns arise about:

* + The person's behaviour with regard to his/her own children;
  + The behaviour in the private or community life of a partner, member of the family or other household member;
  + A person's behaviour in their personal life, which may impact upon the safety of children to whom they owe a duty of care.

**If there is an allegation of harm, consideration on the level of harm and involvement of the Police and Social Care is required.**

**If there is an allegation of significant harm requiring Police and Social Care intervention a strategy discussion/meeting MUST be held to assess and plan intervention.**

**Strategy Discussion/Meeting:** If the threshold for a strategy discussion/meeting has been met the social care team need to organise and chair the discussion/meeting. Children social care need to ensure that the LADO is aware of the allegation and invite them and the employer/fostering agency to the strategy meeting/discussion. If the LADO is unable to attend then children's social care need to ensure the LADO is update with the outcome of the discussion/meeting, in line with the Lancashire Safeguarding Children Board procedures.

If threshold for strategy discussion is not met but there are concerns in regards to behaviour of workers a notification should be made to the LADO for review and follow up with the employer.

**Section 47 Enquiry (Led by Children's Social Care)**

The s47 is led by the Child Care Social Worker but must be undertaken in close collaboration with the Fostering Service, including in cases where the child has been moved as an interim safeguarding measure. (\*Concerns that require criminal investigation will always be led by the Police but the Child Care and Fostering Social Workers must work closely regardless of any interim placement move agreed). The s47 must include details of relevant enquiries undertaken with the child, carer, school, health and other professionals. In the same way that a 'family-based' s47 explores the context in which the potential harm arose, a *'fostering-based'* s47 should consider, through the input of the Supervising Social Worker, wider information about the carer(s) and their current and past placement(s). A s47 outcome of 'concerns are substantiated' reflects a judgement that the child has suffered or been placed at risk of suffering significant harm and should be based on professional judgement, evidence, and analysis. It is acknowledged that in most cases of significant harm the judgement as to whether the child 'is at ongoing risk of harm' is negated as the child has moved placement.

**Consideration of s47 outcome and next steps**

The s47 enquiry outcome must be shared with the LADO (and fostering agency) as soon as possible (within 3 working days). The consideration of next steps may be undertaken by telephone discussions / email, although complex / contentious cases may require a face to face Allegations Meeting, chaired by the LADO. This can be requested by any contributory agency or the LADO.

**Allegations Meetings:** Where allegations are complex, involving a number of agencies, allegations, or workers, an allegations meeting may be convened to ensure effective information sharing, co-ordination of actions by agencies and oversight of the process. Allegations meetings will also note the outcomes of Police investigations, Social Care Child Protection Investigations and invite professionals to give a view on their understanding on the allegations to inform employer's internal investigations and suitability assessments.

**Child Protection Plan / Child Looked After:** If there is a child who is the subject of child protection plan or a child is looked after and the parents work/volunteer with children then you should make a referral to the LADO and inform the parent that you are doing this and that they need to inform the employer that children social care are involved with their family.

The LADO will then continue to monitor and review the allegation until it has come to a conclusion.

**Flowchart**

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| **A child is made subject to a child protection plan or has become CLA and the parent works or volunteers with children.** |

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| **Child makes an allegation against an adult who works or volunteers with children.** |

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| **Social worker to complete a strategy discussion and action taken to ensure the child is safe.** |

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| **Inform the LADO :**  **Regarding the allegation and outcome of the strategy discussion.**  **If an adult whose child is the subject of a child protection plan (or are living with a parent whose child is subject to a plan) or the child has become looked after by the LA.** |

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| **The LADO will initially consider the next steps with other professionals involved in case.** |