

What is a Local Authority Designated Officer (LADO)?

The role of the LADO is set out in [Working Together to Safeguard Children \(2018\)](#).

The GSCP has [procedures for managing allegations](#) against people who work with children.

The LADO works within Children's Services and should be alerted to all cases in which it is alleged that a person who works with children has:

- behaved in a way that has harmed, 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 to children/be unsuitable to work with children.

Allegations procedures may also be used where concerns arise about:

- A person's behaviour in their personal life which may impact upon the safety of children to whom they owe a duty of care;
- A 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.

The LADO role applies to paid, unpaid, volunteer, casual, agency and self-employed workers in any setting, such as schools, hospitals and nurseries. They capture concerns, allegations or offences; this can include concerns about their own personal life, e.g incidents of domestic violence or child protection concerns relating to their own family.

The LADO is involved from the initial phase of the allegation through to the conclusion of the case. They will provide advice and guidance to anyone who has concerns about anyone who works with children, to determine what action needs to be taken.

The LADO co-ordinates information-sharing with the right people and will also monitor and track any investigation, with the aim to resolve it as quickly as possible – see flow chart on next page.

Referrers will be asked to complete a [referral form](#) and where necessary provide other supporting information. **Information should not be disclosed to the accused person until discussions have taken place with the LADO, the police and / or LA children's social care as this may hinder investigations.**

The LADO for Gateshead is **Michelle Farry**

- **email LADO@gateshead.gov.uk**
- **or telephone 0191 433 8031 / 07597 527210**

Link to procedure: [Allegations Against Staff or Volunteers who Work with Children](#)

If you become aware that a member of staff/volunteer may 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 or
- behaved towards a child or children in a way that indicates they **may pose a risk of harm** to a child

Report immediately to your line manager /a senior manager/safeguarding lead
Unless there is clear evidence to prove that the allegation is incorrect **the manager/safeguarding lead must:**

Report to LADO (within 24 hours) – use online form (where possible)
LADO (direct line): 0191 433 8031 / 07597 527210
Emergency Duty Service (out of hours, at night, at weekends and bank holidays): 0191 477 0844

The LADO will:

- Consider the relevant facts and concerns regarding the adult and child or children, including any previous history.
- Decide on next course of action – usually straight away, sometimes after further consultation with other multi-agency parties such as the Police and HR.

• If it has been agreed (with the police/LADO) some information will have been shared with the individual and their views brought to the meeting.
• **They may have been asked to provide an account as to an incident or event.**

Allegation threshold MET
Strategy Meeting or discussion to plan response and possible courses of action

Allegation threshold NOT MET
LADO will agree an appropriate response (e.g. for the agency to undertake further enquiries or undertake an internal investigation).

Child Protection investigation (Social work)

Criminal Investigation (Police)

Employer Action

- Investigate capability
- Disciplinary
- Competence procedures

Further LADO Strategy meetings /discussions if required
(Any new information (where agreed and where it will not impede any investigation) should be shared with the individual by the employer and their views/ account brought to the meeting)

• Where information has not been shared, **agree what information can be shared** by the employer
• where they are **self-employed**, agree who will share information in respect of the allegation

Outcome determined

Substantiated
(sufficient evidence to prove occurred)

Unsubstantiated
(cannot be proven either way)

Malicious
(clear evidence allegation made)

Unfounded
(misinterpretation or mistake)

False
(sufficient evidence to disprove)

Possible referral to DBS or/and regulatory body

Possible employer action

Record on LADO file