

Purpose of the Initial Evaluation

- Consider the three possible strands set out in '**What Does Working With Children Mean?**';
- Review any previous concerns or allegations about conduct of the accused person;
- Decide whether there must be a Section 47 (Children Act 1989) enquiry and/or police investigation and consider the implications;
- Consider whether any parallel disciplinary process should take place;
- Consider whether a complex abuse investigation is applicable;
- Scope and plan enquiries;
- Allocate tasks and set time-scales;
- Decide what information can be shared, with whom and when;
- Ensure that arrangements are made to protect the child(ren) involved and any other child(ren) affected, including taking emergency action where needed;
- Consider what support must be provided to all children who may have been affected directly and indirectly;
- Consider what support must be provided to the person against whom the complaint or allegation has been made and others who might have been affected;
- Ensure that investigations are sufficiently independent;
- Make arrangements to inform the child's parents, and consider how to provide them with support and information during enquiries;
- Make recommendations where appropriate regarding suspension, or alternatives to suspension, of the subject of the complaint or allegation;
- Identify a lead contact manager within each agency. If suspension is deemed appropriate, the reasons and justification should be recorded and the individual notified of the reasons;
- Agree protocols for reviewing investigations and monitoring progress by the LADO, noting the target timescales;
- Agree dates for future strategy or evaluation discussions or meetings;
- Consider obtaining consent from the individuals concerned by the police and Children's Social Care to share the statements and evidence they obtain with the employer and/or regulatory body for disciplinary purposes.