**LOCAL AUTHORITY DESIGNATED OFFICERS**

**(LADO)**

**SAFEGUARDING WITHIN THE CHILDRENS WORKFORCE**

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**GUIDANCE:**

**DO’S AND DON’TS**

The harm threshold is when it has been alleged that a person who works with children 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 you may pose a risk of harm to children. Or**
* **Behaved in a way that indicates you may not be suitable to work with children**

**DO:**

* Immediately safeguard the child or children – this may include making a

request for support via the Front Door.

* Take steps with member of staff to minimise risk in consultation with your HR

adviser and in considering welfare support for the member of staff.

* Notify the LADO within 24 hours by completing the County LADO Service

referral form.

* Check if the member of staff holds any other position, paid or voluntary, within

the children’s workforce.

* Take the matter seriously and focus on fact and context.
* Ensure you know the child’s lived experience and record the child’s voice.
* Contact the LADO Enquiries Officer if you need advice or are unsure.

**DON’T:**

* You must not speak to the member of staff or take any action about the

allegation until you have spoken with the LADO.

* Do not ‘end’ investigations if the member of staff leaves or resigns before an

outcome has been established.

* Do not make assumptions or share your opinion.

Further information regarding allegation management can be found on the Kent Safeguarding Children Multi-Agency Partnership website.

The website can be assessed here: [https://www.kscmp.org.uk/](https://eur01.safelinks.protection.outlook.com/?url=https%3A%2F%2Fwww.kscmp.org.uk%2F&data=04%7C01%7CAlison.Watling%40kent.gov.uk%7Ccd0b293862ef4e04d0e608d887c4f21b%7C3253a20dc7354bfea8b73e6ab37f5f90%7C0%7C0%7C637408627261020785%7CUnknown%7CTWFpbGZsb3d8eyJWIjoiMC4wLjAwMDAiLCJQIjoiV2luMzIiLCJBTiI6Ik1haWwiLCJXVCI6Mn0%3D%7C1000&sdata=fKropiTm3pEMY5VaOxJaO799mQOeFYLDOgy5oaPlbDY%3D&reserved=0) or via a search engine browse for the KSCMP e.g. through Google.