

# Local Authority Designated Officer

A guide for professionals & volunteers who work with children

## WHAT IS A LADO?

The Local Authority Designated Officer (LADO) is responsible for managing allegations against adults who work with children. This involves working with Police, Children's Social Care, employers and other involved professionals. The LADO does not conduct investigations directly, but rather oversees and directs them to ensure thoroughness, timeliness and fairness. Ordinarily, to ensure impartiality, the LADO will not have direct contact with the adult against whom the allegation has been made, or the family of the child/children involved but will, as part of their role, ensure that these have information regarding outcomes. The regional LADO procedures can be found at: <http://westmidlands.procedures.org.uk/ykpzy/statutory-child-protection-procedures/allegations-against-staff-or-volunteers>

## WHEN SHOULD YOU CONTACT THE LADO?

You should contact the LADO within 1 working day of an incident arising where it appears that an allegation or concerns about 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 in a way that indicates they may pose a risk to children.

The Safeguarding Lead in your organisation will need to assess whether to contact the LADO prior to discussing the concern with the individual, this will be assessed on an individual basis and should not happen if this will increase the level of risk to a child/ren. If the assessment determines that the level of risk will not increase, then initial fact-finding enquiries can be completed prior to contacting the LADO.

## HOW TO CONTACT THE LADO?

If you need to make a formal referral please visit:

[http://www.worcestershire.gov.uk/info/20559/refer\\_to\\_childrens\\_social\\_care/1659/are\\_you\\_worried\\_about\\_an\\_adult\\_who\\_works\\_with\\_children](http://www.worcestershire.gov.uk/info/20559/refer_to_childrens_social_care/1659/are_you_worried_about_an_adult_who_works_with_children) where you will find the referral form, this is submitted securely to: [LADO@worcschildrenfirst.org.uk](mailto:LADO@worcschildrenfirst.org.uk)

The LADO Team can be contacted on 01905 846221.

## WHAT HAPPENS WHEN YOU CONTACT THE LADO?

When you make a referral to the LADO, they will give you initial advice, guidance and a response to your referral in writing. The Allegations may mean a Position of Trust Meeting is convened, this is independently chaired by the LADO and a record of this meeting will be provided to those in attendance. The LADO will:

- Advise employers/organisations on how to monitor and support the accused member of staff or volunteer during the process
- Monitor how the allegation impacts on other children and on the accused person and whether the allegation is part of a wider investigation

All LADO activity will be recorded securely on Children's Social Care Liquid Logic system.

## FAMILY FRONT DOOR:

There may be a separate referral made to the Family Front Door to consider child protection enquiries in respect of connected children, you may then be involved with these enquiries in respect of attending a Strategy Discussion.

## WHAT HAPPENS AT THE END OF THE INVESTIGATION?

The LADO will recommend whether the allegation is substantiated (taking-into-account the views of the employer, Social Care and Police) and will send a case summary to everyone involved.

If, having heard all the evidence, the LADO supports the allegation, they will advise on what action should be taken next and at what level. The LADO will decide, with the employer, whether an onward referral needs to be made to the appropriate regulatory body and the DBS (Disclosure & Barring Service), if the accused person is deemed to be a future risk to children.

## ESCALATIONS:

If the LADO disagrees with the outcomes of an employer's investigation, they will escalate this to your individual safeguarding lead.

If you disagree with the advice/outcomes given by the LADO, this can be raised directly with the Group Manager for the Service, Daniel Gray: [dadams@worcschildrenfirst.org.uk](mailto:dadams@worcschildrenfirst.org.uk)