

Key Points

- Regardless of the nature of the allegation it must be reported to the LADO. This must include situations where the worker resigns. Compromise agreements are not acceptable in any circumstance and may put others at risk in the future.
- Unless the allegation is clearly unfounded and false (e.g if the alleged person has never met the child or was not on duty) the allegation should never be referred as 'no further action'. If it is a false and malicious allegation it should still be reported to the LADO to decide if the Police need to take action against the person making the allegation or if a child has any need for assessment by Social Care.
- Complaints procedures are separate to the allegations management process. Just because someone does not wish to make a complaint, it does not mean that the allegation should not be considered and investigated.
- The North West Regional LADO retention policy states that records will be kept for the following period:

Malicious 10 years and review Unfounded 10 years and review False 10 years and review Unsubstantiated 100 years Substantiated 100 years

If you have a concern about a child, please go to the CSCP website where you will find information on how to report your concerns.

**[https://
cumberlandsafeguardingchildren.
co.uk/report-concern-about-child](https://cumberlandsafeguardingchildren.co.uk/report-concern-about-child)**

Cumberland Children Advice
& Support Service
0333 240 1727

This service is also available out of hours

Tel: Emergency Duty Team (EDT) on
0333 240 1727 (i.e Weekends, Bank
Holidays, and between 5pm [4.30pm
on Fridays] and 8am during the week)

LADO Contact

Cumberland
lado@cumberland.gov.uk
0300 303 3892

Post: LADO, Cumbria House, 117
Botchergate, Carlisle, CA1 1RD



Cumberland
Safeguarding
Children Partnership

Managing allegations about adults who work or volunteer with children

Leaflet for employers



This information leaflet provides a brief guide to the allegations management process and the role of the LADO.

If you are faced with an allegation against an employee, volunteer or professional working or providing services to children, you must contact the LADO within one working day.

Failure to do this could put children and young people at risk of harm.

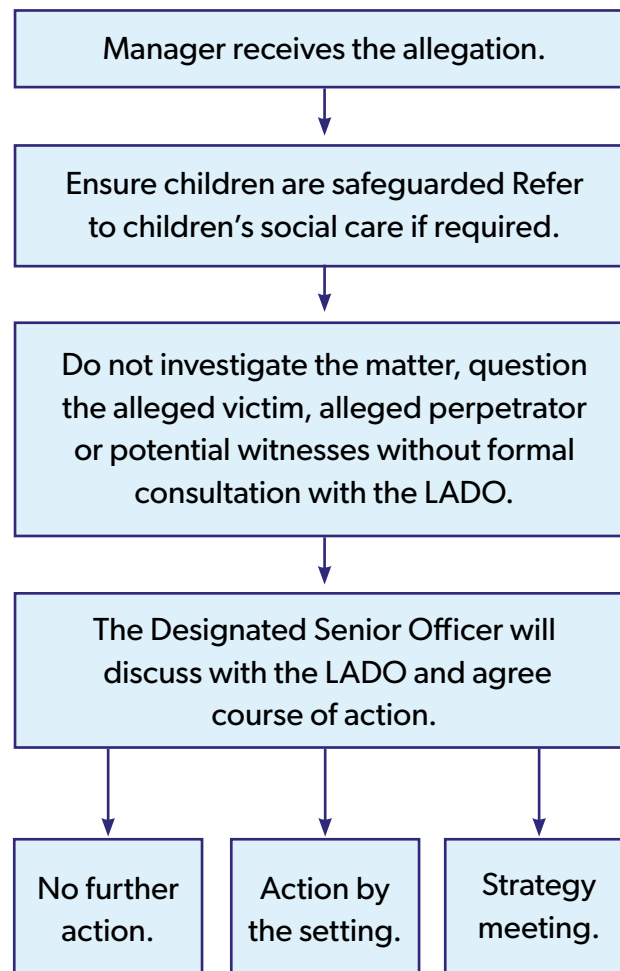
This leaflet is about managing allegations of abuse made against individuals who work with children and young people in any setting and occur in the workplace or relate to the individual's personal life.

It is important that all allegations of abuse of children and young people are treated seriously and in line with Cumbria Safeguarding Children Partnership (CSCP) Child Protection Procedures via the website : cumbrialscb.proceduresonline.com/

The statutory guidance for the management of allegations can be found in Working Together 2023. You can also find more information on the CSCP Website at cumbrialscb.proceduresonline.com/chapters/p_alleg_against_staff.html

Managing allegations The first five minutes

What to do if an allegation against a staff member is received.



What happens next?

If the allegation is discussed at a Strategy Meeting, it will decide:

- What is required to safeguard the child/ren involved. What support is needed.
- Whether a police and/or social care investigation is required or whether disciplinary procedures should be followed.
- What information can be shared with the alleged perpetrator.
- Whether the outcome of the allegation is:

Substantiated - There is sufficient identifiable evidence to prove the allegation.

Malicious - There is clear evidence to prove there has been a deliberate act to deceive and the allegation is entirely false.

Unfounded - There is no evidence or proper basis which supports the allegation being made. It might also indicate that the person making the allegation misinterpreted the incident or was mistaken about what they saw. Alternatively they may not have been aware of all the circumstances.

Unsubstantiated - This is not the same as a false allegation. It means that there is insufficient evidence to prove or disprove the allegation. The term, therefore, does not imply guilt or innocence.

False - There is sufficient evidence to disprove the allegation.