

Outcome

LADO outcomes are:

Substantiated - There is sufficient evidence to prove allegations.

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.

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.

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

False - There is sufficient evidence to disprove the allegation.

N.B - If the allegation is substantiated and you are dismissed, or resign before you are dismissed your employer is legally obliged to refer the matter to the Disclosure and Barring Service (DBS). They will decide whether you should be barred, or have conditions imposed, working with children.

Record Keeping

Employers keep human resources records, which will detail the allegation, how it was investigated, the outcome and the action taken. This information will be kept on file for a period between 10 years or until the

alleged person is 100 years, depending on the outcome, in accordance with the LADO North West Regional Data Retention Policy

The Disclosure and Barring Service (DBS) may reveal the outcome of strategy meetings if the Police have retained a Record.

You can find Allegations against Staff or Volunteers procedure on the CSCP website
cumbrialscb.proceduresonline.com/chapters/p_alleg_against_staff.html

The statutory guidance for the management of allegations can be found in **Working Together 2023**



Cumberland
Safeguarding
Children Partnership

When an allegation has been made about you

What happens next?



What happens if an allegation is made against you?

The majority of people who work with children act professionally and aim to provide a safe and supportive environment for them. However, sometimes the behaviour of adults who work or volunteer with children and young people can result in allegations being made against them.

It is never acceptable for an adult in a position of trust to harm a child and therefore allegations or concerns about behaviour raised about staff, workers or volunteers in relation to children are taken seriously.

If an allegation has been made or a concern raised about your behaviour in relation to children, further information is needed to understand what has happened.

An allegation can apply to the workplace, community or apply to your personal life.

We understand this may be a difficult time for you and this leaflet aims to explain the process of managing allegations.

Investigating Allegations

Report of allegation or concern.

Designated Senior Manager considers allegation and consults with the LADO and addresses any immediate safeguarding concerns.

Consideration as to whether the adult has:

1. Behaved in a way that has harmed or may have harmed a child.
2. Possibly committed a criminal offence against or related to a child.
3. Behaved towards a child in a way that indicates they may pose a risk of harm to children.
4. Behaved or may have behaved in a way that indicates they may not be suitable to work with children.

The LADO will consider whether a managing allegations strategy discussion/meeting is required.

If it is necessary to investigate further a decision will be made whether this will be the Police, Social Care or your employer or a combination of agencies.

Following the investigation a decision will be made to conclude the outcome as: Substantiated, Unsubstantiated, Unfounded or Malicious.

What happens next?

The meeting will decide:

- What is required to safeguard the child/ren involved or other children with whom you have contact.
- Whether a police and/or social care investigation is required or whether disciplinary procedures should be followed.
- What information can be shared with you and by whom. Whilst all parties will endeavour to share as much information with you in a timely and transparent manner certain agency processes are beyond the control of the LADO.
- What support should be provided to you and others who may be affected and by whom. This support is in addition to that offered by your Union Representative, your GP, OHU and will be a nominated individual from the employing organisation.

Any investigations will be carried out by the most appropriate agencies and will feed back to the LADO. A further meeting may be held to decide what action is needed ensure children are safeguarded.