

## 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](http://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?



## Why are you receiving this leaflet?

You are receiving this leaflet as information has been received which alleges your child or a child you care for may have been harmed by an adult working in a position of trust. A safeguarding allegation is not the same as a complaint about a service.

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.

## What happens next?

The **LADO** is the  
**Local Authority Designated Officer.**

The LADO is responsible for overseeing allegations about individuals who work with children. The work can be paid, unpaid or voluntary.

A concern can be in relation to the person's behaviour at work or outside of their workplace.

The LADO may not be able share specific information regarding the alleged person involved yet will ensure that a named individual will keep you informed throughout the process.

## What happens next?

