

# Managing allegations

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# The full day

- complaints, quality of care & allegations
- analytic and effective referrals to the LADO
- internal investigations in line with interagency guidance
- participate effectively in strategy discussions
- proportionate & evidenced decisions about suspension
- Working with young people, parents and other agencies
- Lead work under disciplinary and capability procedures
- template managing allegations procedure and tools

# process

How to deal with allegations



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# allegation

A claim or assertion that someone has done something illegal or wrong, typically one made without proof

Oxford Dictionaries



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# What is a LADO?

To be involved in the management and oversight of allegations against people **that work with children**

Working Together 2018



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# guidance

## Welcome to the South West Child Protection Procedures

November 2018

This is the home page for the Child Protection Procedures for the South West Region.

Each Board has its own site, which provides a 'gateway' to the shared child protection procedures for the region. In addition to the shared procedures you can also access local guidance for your area by clicking on the local information section within each chapter.

To access the Boards' Child Protection Procedures for your area please click your Board's logo below.



**LSCB**  
Bath & North East Somerset  
Local Safeguarding Children Board

Bath & North East Somerset Child Protection Procedures



Bristol Child Protection Procedures



Cornwall & Isles of Scilly Safeguarding Children Partnership



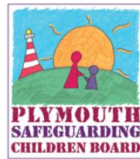
Devon Children and Families Partnership



Gloucestershire Child Protection Procedures



North Somerset Child Protection Procedures



Plymouth Child Protection Procedures



Somerset Child Protection Procedures



South Gloucestershire Child Protection Procedures



Swindon Child Protection Procedures



Torbay Child Protection Procedures



Wiltshire Child Protection Procedures



HM Government

## Working Together to Safeguard Children



A guide to inter-agency working to safeguard and promote the welfare of children

July 2018



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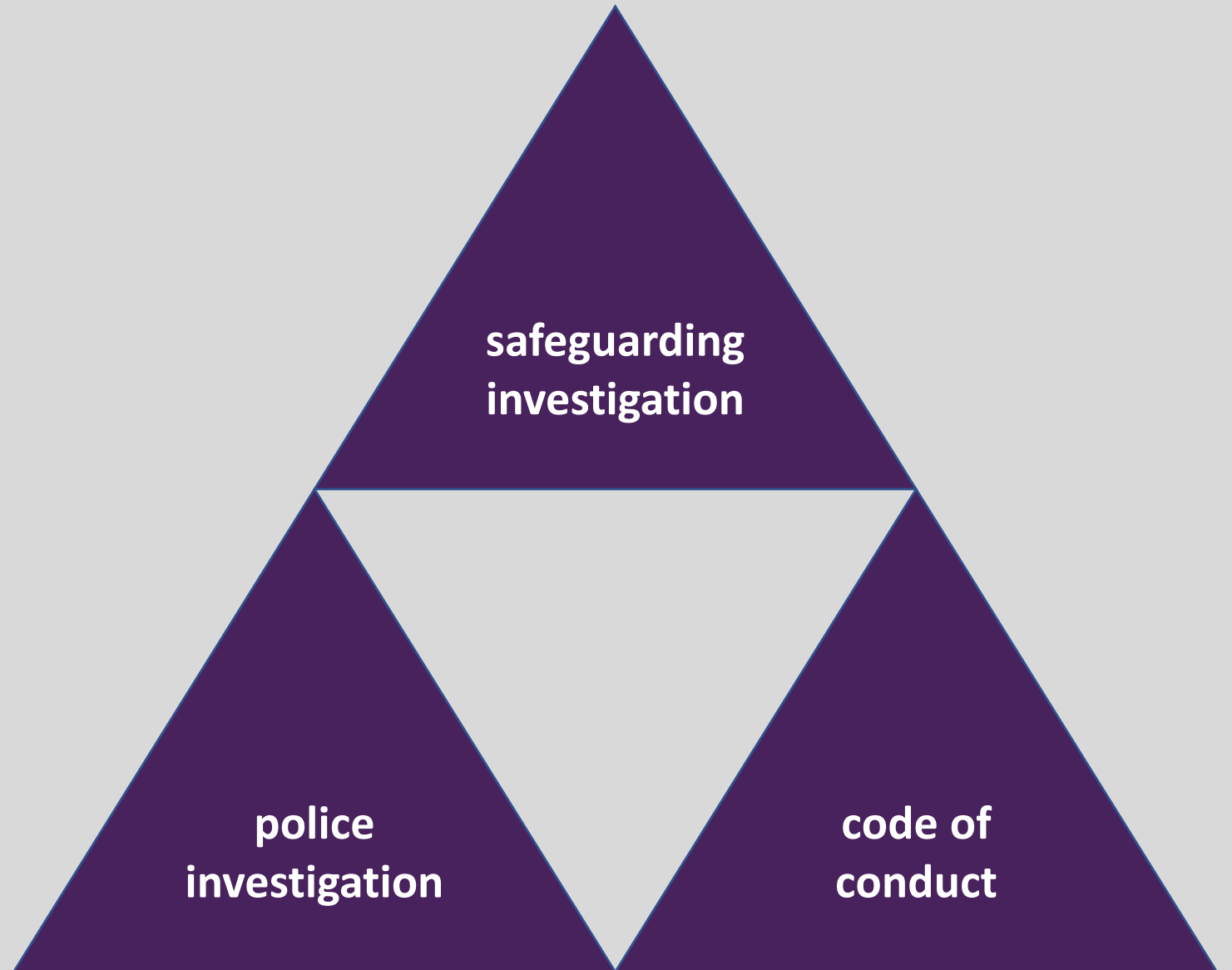
# When is it an allegation?

- 
- 
1. behaved in a way that has harmed a child, or may have harmed a child;
  2. possibly committed a criminal offence against or related to a child;
  3. behaved towards a child or children in a way that indicates he or she 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...?





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# How **sure** should you be?

"Beyond all **reasonable** doubt..."

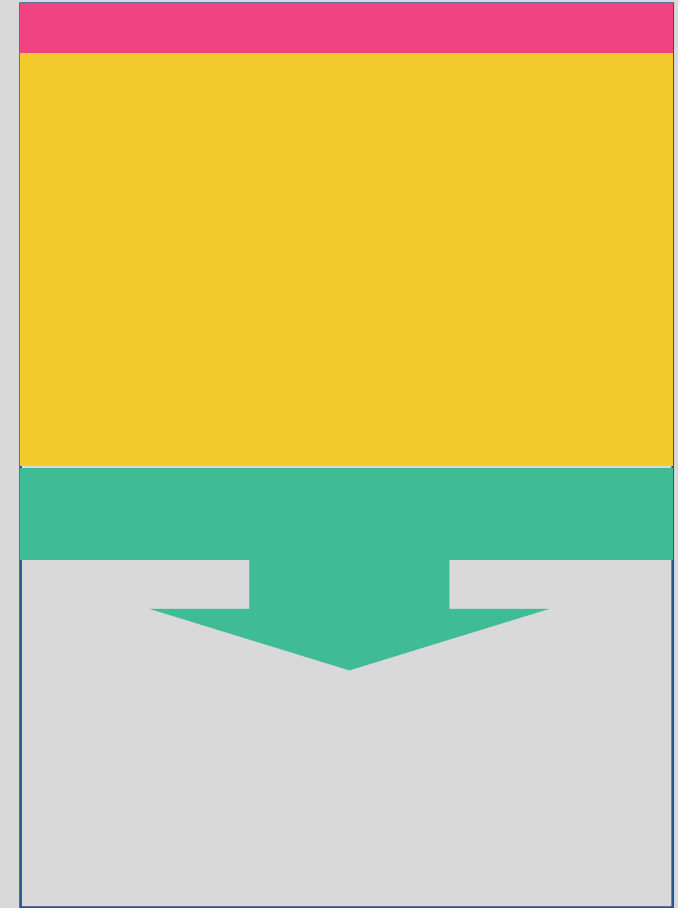
"balance of **probability**"

"reasonable cause to **suspect**"

100%

50%

0%



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# **First duty:** ensure immediate safety

- Young person
- Other young people, including those in staff families
- Staff
- General public

**What** has happened? **If true**, what would be the risk?

**Take necessary action** accordingly, until you are certain of facts

**Follow** procedure

# Low level concerns

- Are there previous low level concerns?
- Do these add together to meet threshold for referral to LADO?
- Does this constitute a breach of the Code of Conduct?
- Why was the person raising the concern worried?
- What can we learn from the concern being raised?
- Is there anything the subject could do differently?

# To suspend, or not to suspend?

**Suspension should not be the default position:**

an individual should be suspended only if there is no  
**reasonable alternative**

Keeping Children Safe in Education 2019



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# Suspension – **key questions**

- Interim prohibition order

**You must immediately suspend.**

- cause to suspect the child or other children is at risk of harm?
- might this be grounds for dismissal?

**If both answers are 'no', insufficient grounds for dismissal**

# Suspension - **alternatives**

- Redeployment with no direct contact with children
- Redeployment to no unsupervised access to children
- Moving children while making it clear not a punishment
- Redeployment to another location

# Timescales – delay is in **no one's** interests

immediate risk of harm, **immediately** call the police on 999

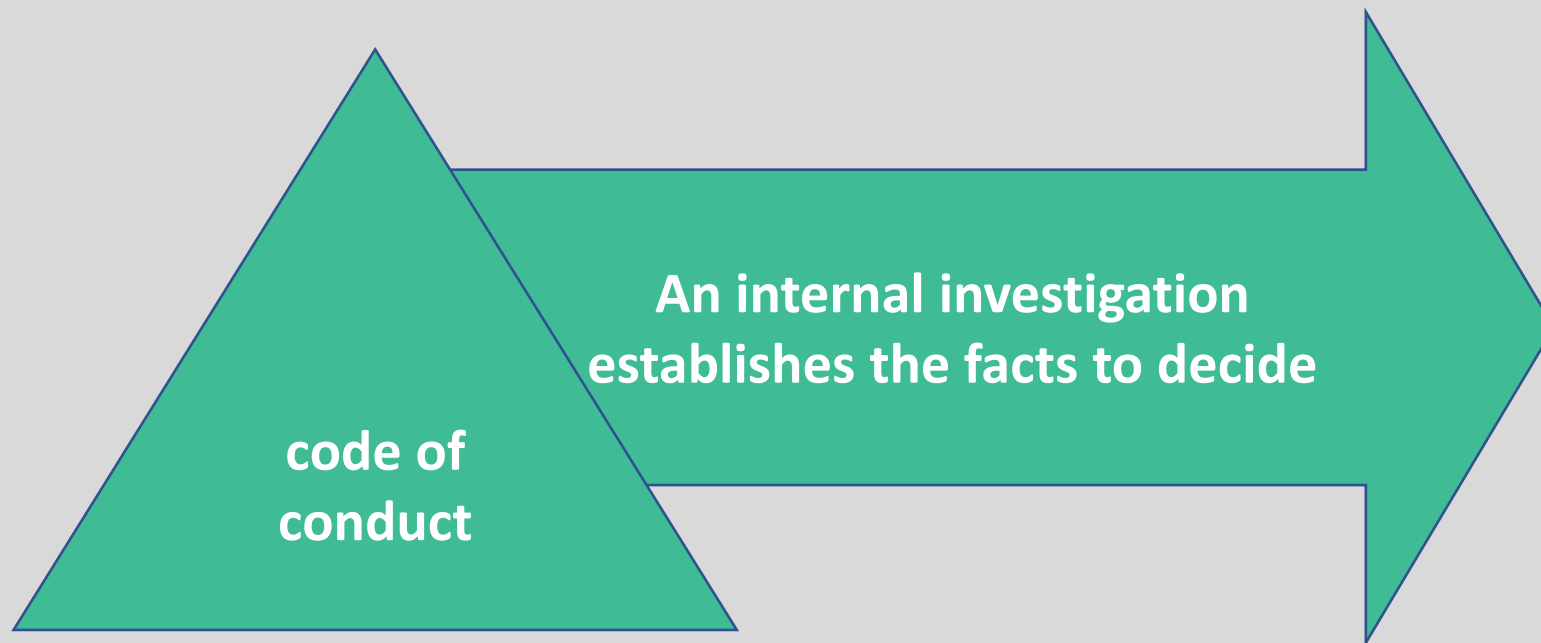
immediately clear an allegation is unsubstantiated or malicious  
this should be resolved **within one week**.

**80%** of cases should be resolved within **one month**

**90%** of cases should be resolved within **three months**

All but the most exceptional cases  
**within 1 year**

- Disciplinary action, where this can be held without further investigation, should take place within **15 working days**.
- Any other action should take place within **3 working days**



Further Strategy Discussion	<b><u>STOP</u></b> Request further strategy discussion
Police investigation	Request further strategy discussion
Disciplinary Investigation	<b><u>STOP</u></b> Follow relevant procedure & merge investigations
Capability Process	Follow relevant procedure & merge investigations
Professional practice issue	Ensure discussed in supervision
No further action	



# thank you

for more information visit

<https://safeguarding.network/allegations>

