

Information for subjects of LADO notifications

The **Local Authority Designated Officer (LADO)** is responsible for liaising with, and overseeing investigations by the employing agency, the Police, Social Care and other relevant agencies, when an allegation is made. The LADO process can run parallel to Police and disciplinary investigations. The LADO will not be able to speak directly to you. Neither will they speak to the person making the allegation. This is to ensure that their oversight of investigations remains fair and independent.

A named person will be identified to keep you informed of any developments throughout the process. This support is in addition to that offered by your Union Representative, your GP, or Occupational Health (OHU).

The LADO will keep records, which will detail the allegation, how it was investigated, the outcome and the action taken.

LADO Process

Allegation reported to the LADO. Designated Senior Manager will take any necessary immediate action to safeguard children. This may include suspension.



The LADO will liaise with relevant agencies and consider what further action is needed.



If it is necessary to investigate further, a decision will be made whether this will be the Police, Social Care, the employer or a combination of agencies. The LADO process will decide what information can be shared with you. It may be necessary to withhold some information in order not to compromise the investigation.



If the Police, Employer or Social Care need to speak with you as part of a criminal investigation, disciplinary investigation or child protection enquiry, they will contact you directly. They will then share your views and their conclusions with the LADO.



At the conclusion of the investigations you will be provided with information relevant to you and informed of the outcome.

FAQs

Q: Can I speak to the LADO?

A: No. To maintain independence, your views will be shared by your named person. They will be able to answer any questions you may have about the investigations.

Q: Will I get a copy of the allegation management meeting minutes?

A: No, but you will be provided with the outcome of the LADO process. You may also be provided with a copy of the disciplinary investigation and/or child protection enquiry, where relevant to your own children.

Q: How long will it take?

This depends on how many agencies are required to investigate and the complexity of the issues. Your named person will keep you informed of progress.

Q: Do you keep records?

A: All matters referred to the LADO are recorded, and stored securely. The database is then referred to whenever a new matter arises and previous referrals are always taken into account, in order to consider whether there is a pattern of behaviour that needs closer examination.

Q: Can I appeal the outcome of the LADO process?

A: No. There is no appeal procedure in relation to decisions made via the LADO process. Each investigating agency will have their own complaints procedures.

The possible outcomes:

Substantiated - Supported by proof.

Unsubstantiated - Insufficient evidence to prove or disprove. This is not the same as a false allegation and does not imply guilt or innocence.

Unfounded - Evidence was available to disprove the allegation or information has been misinterpreted. This means there was no intent to harm or neglect.

False - There is sufficient evidence to disprove the allegation.

Malicious - A deliberate act to deceive. For an allegation to be classified as malicious, it will be necessary to have evidence which proves malicious intent.

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. The DBS will contact you directly.

You can find Warrington Safeguarding Partnership's procedure for managing allegations at: warringtonsafeguardingpartnership.org.uk