

7 Sefton LADO Contact Details

For advice and guidance on allegations made against members of the children's workforce:
Contact Sefton LADO - Tel. 0151 934 3783
Mobile: 07814 059604
Email [Referral Forms](mailto:ReferralForms@sefton.gcsx.gov.uk) to:
SafeguardingUnitAdmin@sefton.gcsx.gov.uk

Sefton LSCB [Managing Allegations Procedures \(Section 15\)](#)
Find out more information on
Managing Allegations / LADO
([Sefton LSCB Website](#))

1 What is an allegation?

When someone who works with children in a paid or volunteer role 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, or children, 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 fourth criteria was added to [Keeping Children Safe in Education 2020](#) and [Working Together to Safeguard Children](#).

2 What is Included in the suitability criteria?

The 4th criteria relates to incidents which occur outside the workplace but which may impact upon someone's suitability to work with children. Examples include:

- Domestic abuse where there are no children in the relationship
- Sexual offences against an adult
- Class A drug offences
- Mental ill health which is severe enough to impact upon their ability to undertake work safely

3 What do I do if I have a concern about someone in the children's workforce?

- Speak to the person in your organisation who deals with allegations against adults, and if they identify that the criteria for LADO has been met they will:
- Complete the [LADO referral form](#) within one working day and send securely to:
SafeguardingUnitAdmin@sefton.gcsx.gov.uk

Managing Allegations Against Adults Who work with children

4 What is the role of the LADO

The LADO:

- Provides advice, information and guidance to employers;
- Liaises with Police, Children's Social Care and other relevant agencies and regulatory bodies;
- Manages and oversees individual cases;
- Monitors the progress of cases;
- Ensures there is a consistent, fair and thorough process for all those subject of an allegation.

The LADO **does not** determine that someone should be suspended or dismissed. These are decisions that the employer makes.

6 Who attends The Allegations Management Strategy Meeting?

The meeting is chaired by the LADO. The employer is invited – the Senior or Case Manager and HR. The Police are invited if a criminal offence may have been committed. The child's Social Worker is invited **if they have one**. Regulatory bodies such as Ofsted may be invited. The subject of the allegation **is not** invited to attend.

5 What happens after a referral is made to the LADO?

Where a referral meets the threshold criteria the LADO will hold an Allegations Management Strategy Meeting within 5 working days.

This will consider the nature of the allegation; safeguarding the child; support for the person subject to the allegation; safer recruitment practices and any previous allegations.

The meeting will decide if there will be a Police investigation or an employer investigation.