

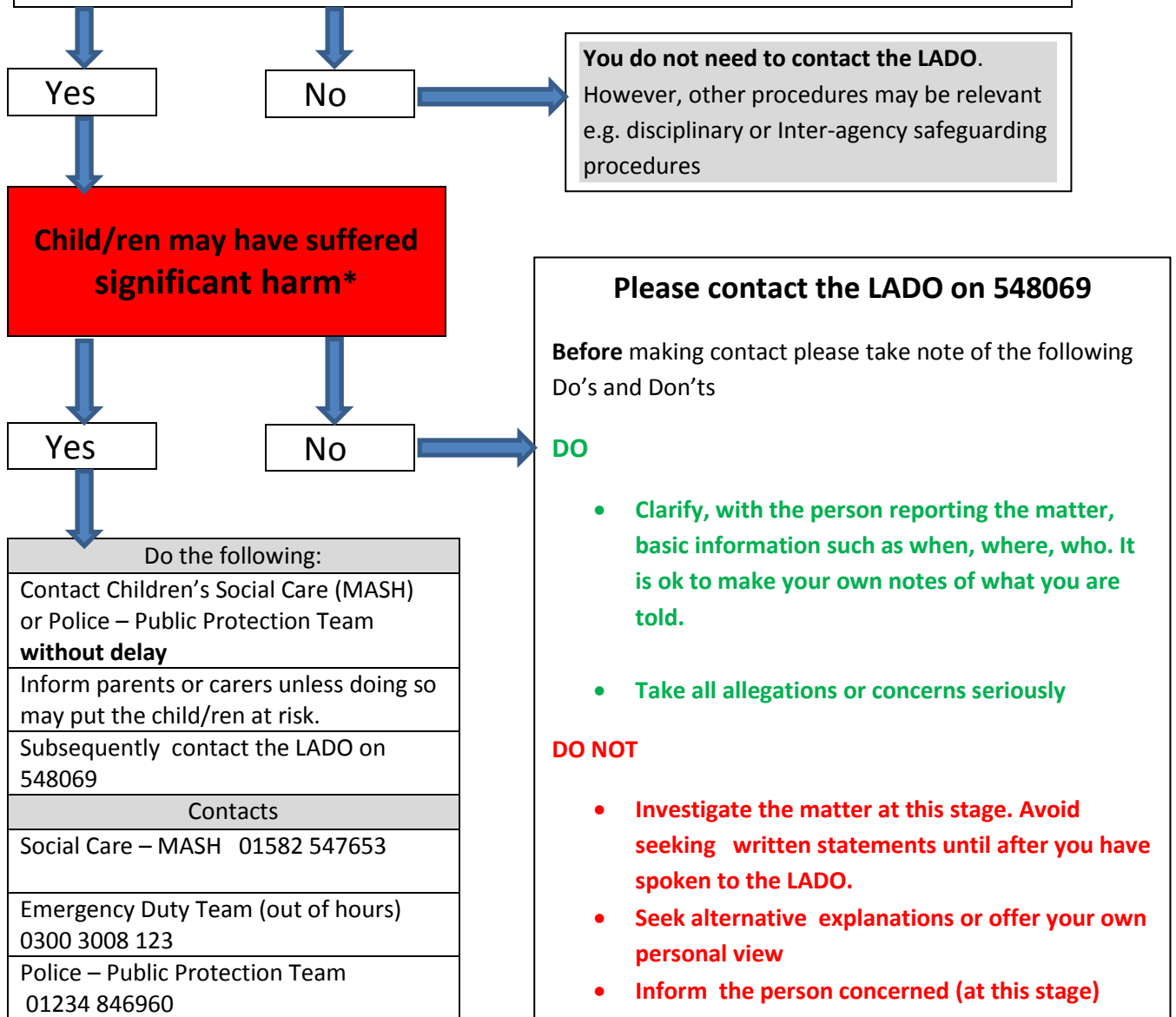
Managing Allegations or Concerns about Adults who Work/Volunteer with Children

Quick Reference Guide

Is it **alleged** (or there is a concern) that an adult who works with children has:

- harmed a child
- committed a criminal offence in relation to a child
- behaved towards a child/ren in a way that indicates they may pose a risk to children

See over for further guidance – *What the LADO needs to know about*



*Significant harm; Physical Abuse, Sexual Abuse, Emotional Abuse and Neglect are all categories of Significant Harm. See LSCB Interagency procedures for more detail. Following contact with MASH/Police please also inform the LADO

What the LADO needs to know about

We acknowledge that each circumstance has a unique context and therefore if, after reading this guidance, you remain unsure please contact the LADO for further advice.

The LADO does not need to know about the following	
Situation	Advice
Concerns about the welfare of a child which are <u>not</u> connected to an adult in a position of trust	Contact the <u>Multi Agency Safeguarding Hub (MASH)</u> on 01582 547653 . (Out of hours - 0300 300 8123). If you are concerned about immediate risk of harm call the police on 999 or 01582 401212 .
Allegations or concerns about adults working exclusively with vulnerable adults	Please contact the Safeguarding Vulnerable Adults team on 01582 547730 or 547563
Parental complaints regarding peer on peer bullying .	Follow your organisations anti bully policy
Staff issues that do not relate to child safety or welfare	Contact your human resources provider.
Physical intervention that sits within the scope of the Governments <i>Use of Force guidance (2013)</i>	See DfE website , search <i>Use of Force (2013)</i>
<u>Most</u> circumstances where the presenting issue relates to poor practice, error or accident.	Contact your Human Resources provider.
The LADO does need to know about the following (use flow chart)	
Physical : Allegation of physical mistreatment or abuse against an adult in a position of trust. <i>Includes</i> - hitting, shaking, pushing, aggressive or intimidating behaviour . Note: <i>If concern is about significant harm (an injury for example) please contact the MASH first and the LADO second</i>	
Sexual : Disclosure of sexual abuse perpetrated by an adult in a position of trust . <i>Includes</i> - sexual assault, sexual touching, sexual relationship, grooming behaviour, other behaviour which causes concern about a sexual motivation towards a child. Note: <i>If concern is about significant harm please contact the MASH first and the LADO second.</i>	
Emotional : An adult in a position of trust emotionally mistreating children. <i>Includes</i> – excessive shouting, belittling, humiliating, making fun of a child, persistently choosing to ignore a child’s needs. Note: <i>If concern is about significant harm please contact the MASH first and the LADO second.</i>	
Neglect : An adult in a position of trust neglecting their duty to keep children safe. <i>Includes</i> – serious or persistent failure to adequately supervise a child. Failure to take action to protect a child from harm or abuse. Note: <i>If concern is about significant harm please contact the MASH first and the LADO second.</i>	
May pose a risk to children : Information about an adult in a position of trust, perhaps unrelated to their work with children, which raises a concern that they may pose a risk to children. <i>Includes</i> - abuse or mistreatment of their own child/ren or another child outside of their role, a pattern of concern relating to poor practice error or accident (impacting on children) , behaviour in their private life which may present a transferable risk in to their role with children. This might include drug and alcohol misuse or involvement in crime including perpetrating domestic abuse , accessing indecent images of children, information that indicates a sexual interest in children, allegation of non –recent sexual abuse.	

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