



MANAGEMENT OF ALLEGATIONS

The Role of the Local Area Designated Officer

Dudley Metropolitan Borough Council
Safeguarding and Reviewing Services
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Allegations made against staff:

INTRODUCTION

All organisations that provide services to children and young people must ensure that those who work with, or on behalf of, children and young people are competent, confident and safe to do so. Likewise, anyone who comes into contact with children and young people in their work has a duty of care to safeguard and promote their welfare.

The vast majority of adults who work with children act professionally, and aim to provide a safe and supportive environment which secures the wellbeing and very best outcomes for the children and young people in their care. However, it is recognised that in this area of work tensions and misunderstandings can occur. It is here that the behaviour of some adults can give rise to allegations of abuse being made against them. Allegations may be misplaced or malicious. They may arise from differing perceptions of the same event, but when they occur, they are inevitably distressing and difficult for all concerned.

For the benefit of all concerned it is essential that a clear process exists for the investigation and resolution of allegations.

Who is covered by the allegations against staff process?

This process covers everyone working within the children's workforce in either a paid or unpaid capacity, including volunteers and foster carers. This means anyone working in Health, Education, Social Care or a Voluntary Sector Service, as well as any other private or voluntary or religious setting providing services to children.

Who is responsible for the allegations against staff process in Dudley?

The process is managed by the Dudley Local Area Designated Officer (LADO). All local authorities must have a LADO who is responsible for:

- Managing individual cases
- Providing advice and guidance to employers
- Liaising with police and other Agencies
- Monitoring progress of cases for Timeliness, thoroughness and Fairness

Who makes allegations against staff?

Allegations may be made by children, their parents/carers, colleagues or others.

I am a manager of an organisation providing services to children - what are my responsibilities?

Member organisations of Dudley Safeguarding Children Board should have a named senior officer who has responsibility for ensuring that procedures are in place for dealing with allegations against staff.

All organisations should have an identified senior manager to whom allegations or concerns can be reported.

All staff or volunteers should be made aware who this person is, who to contact in their absence and of the procedures relating to allegations against staff which should include the LADOs details. Anyone working with children should be subject to the appropriate vetting checks and be provided with clear expectations about what is expected from them in their contact with children. It is also useful to familiarise yourself with The Safer Working Practice guidance.

Where can I get further information?

For further information please contact the delegated LADO by email at

allegations@dudley.gcsx.gov.uk

Information is also available on the DSCB website:

http://www.proceduresonline.com/dudley/scb/chapters/p_alleg_against_staff.html

INFORMATION ABOUT REPORTING ALLEGATIONS

When is it necessary to contact the Local Area Designated Officer?

All allegations that meet the following criteria **must** be reported to the LADO. Where it is alleged that someone has:

- **Behaved in a way that has harmed or may have harmed a child**
- **Possibly committed a criminal offence against or related to a child**
- **Behaved towards a child or children in a way that indicates they pose a risk of harm to children.**

Allegations may relate to concerns about neglect, physical, sexual or emotional abuse, online offences or the use of restraint that is not permitted by law or guidance.

All statutory partner agencies are required to report all allegations to the LADO within one working day.

The LADO can also be contacted for advice regarding concerns or suspicions about behaviour towards children by staff or volunteers within Dudley Children's workforce, as well as partner agencies.

What happens when I contact the LADO?

The LADO will complete an initial evaluation and provide advice and guidance regarding the pathway to be followed to resolve the allegation.

In Dudley the Local Area Designated Officer is Jassi Broadmeadow who is the Strategic Manager for Safeguarding. However the day to day responsibilities are delegated to two officers who are **Names:**

They can be contacted on: Tel: All

LADO Referrals should be sent to allegations@dudley.gcsx.gov.uk

What happens at the end of the process?

Whichever process is used to investigate the allegation (criminal, child protection or employer based) will be expected to form a conclusion about the concerns raised based on the available evidence. Following most allegations staff returns to the work place and where this is decided, support should be offered to enable this to happen successfully.

If it is concluded that someone working with children has harmed a child or is unsuitable to work with children it is possible they will be dismissed by their employer and in these cases a referral will be made to the DBS (Disclosure and Barring Service) to consider whether this person should be barred from working with children. If there is a criminal conviction the police would ordinarily make the referral to the DBS

Whatever the outcome, the Local Area Designated Officer will assist the organisation to reach a satisfactory conclusion to ensure children are safeguarded.