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**Allegations against Adults who work with children**

**What happens when an allegation is made about me?**

Where allegations are made, your employer will consult with the Local Authority designated Officer (LADO).

The aim of this leaflet is to explain the processes involved, and the support and guidance available if an allegation is made against you.

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**Return to work.**

If you have been suspended and it is decided you should return to work, this will be planned with you by your employer.

**What records will be kept**

A summary of the allegations, investigations and the outcome will be recorded by the LADO and this will be kept within a central record of all allegations.

Other agencies involved will also keep their own records.

Only if an allegation is substantiated will the allegation be shared in future references.

**Disclosure and Barring Service (DBS)**

Only “allegations that are “Substantiated” are recorded for DBS/ police check purposes.

If you are dismissed for misconduct or otherwise considered unsuitable to work with children, or if you resign but may have been dismissed if you hadn’t, your employer must report the case to the Disclosure and Barring Service.

All decisions regarding the barring of individuals from working with children or vulnerable adults are made by the DBS.

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| **Workplace Contact:** |
| **People & Culture/ HR Contact:** |
| **Employee Support Programme:** |
| **Independent Support:** |
| **Counselling / GP:** |
| **Other:** |

Link to NELC Allegation Procedures:

[SaferNEL | Report a concern - SaferNEL](https://www.safernel.co.uk/report-a-concern/)

The LADO is responsible for ensuring that any investigations are conducted in a fair, thorough and timely manner and facilitate an appropriate outcome and conclusion. In order to maintain impartiality, it is not normally appropriate for the LADO to have any direct contact with the complainant or the person against whom the allegation is made.

The LADO will consider whether an Evaluation discussion/meeting is required and will arrange for this to take place. If it is necessary to investigate further, a decision will be made whether this will be the Police, Social Care, your employer or a combination of agencies.

**Types of possible Investigation**

* Child protection enquiries by social care. This could include such enquiries regarding your own children.
* A criminal Investigation by Police
* Disciplinary/Capability Investigation by the employer.

Whilst these investigations should be conducted as speedily as possible, they should also be balanced against the need to be thorough and fair, in line with the principles of natural justice. Statements taken in external investigations may be used in subsequent disciplinary / capability proceedings.

**Suspension**

A decision to suspend you from work rests solely with your employer or responsible body. Suspension does not indicate a conclusion, and should not be automatic. In reaching a decision, your employer will need to consider the safety of children, the seriousness of the allegations, the need to allow investigations to be unimpeded, and your own protection from possible further allegations.

Alternatives should always be considered, including alternative duties and or working arrangements.

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Allegations, whether true or otherwise, can have lasting impact on career and reputation and for this reason a high level of confidentiality is applied to all investigations.

People, including other staff, will only be told about the allegation on a “need to know” basis. If your working arrangements are changed, or you are suspended, your manager will discuss with you what reasons for the changes people will be given.

**Support**

You should be advised to contact your Trade Union Representative if you have one.

You will be given a workplace contact who will update you on the progress of the investigations and, if you are suspended, keep you informed of normal activities.

This can be an extremely stressful time and you need to ensure you have support including any well being support that your organisation offers. If appropriate, you may want to seek medical help from your GP.

 The vast majority of adults who work with children act professionally and aim to provide a safe and supportive environment which secures the well-being and very best outcomes for 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 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.

Equally, it must be recognised that some allegations will be genuine and there are adults who will deliberately seek out, create or exploit opportunities to abuse children or behave inappropriately.

An allegation can apply to the workplace, community or to your personal life.



A LADO is a Social Worker that acts independently of your employer, they will offer advice to the employer and oversee investigations. The LADO is involved from the initial phase of the allegation through to the conclusion of the case.