

Allegation Management - Local Authority Designated Officer (LADO) Flowchart

Allegation/concern identified by employer or reported to Police/Children's Social Care (CSC).

The designated person for managing allegations to inform Wakefield LADO within 1 working day (or the next working day) of alleged behaviour if it is believed the following threshold criteria is met:

- Behaved in a way which has harmed a child, 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 which indicated that he/she may pose a risk to children.
- Behave or may behave in a way that indicates they may not be suitable to work with children.

Wakefield LADO can be contacted on lado.referrals@wakefield.co.uk OR on 01977 727032

Based on the information in the referral, the LADO will decide whether the threshold has been met for LADO involvement, at times this decision may involve Senior Management - If threshold is met which agencies need to be involved and what immediate safeguarding action is needed.

Allegation not met threshold.	Employer/ HR Action.	Child suffering or at risk of suffering significant harm.	Possible criminal offence.
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No Further Action - LADO. Employer or agency to manage via internal processes.	Employer to consider safeguarding measures with advice from LADO including whether suspension is necessary/ Proportionate.	Agency referral to CSC/LADO discussion with CSC if necessary. Integrated Front Door - 0345 8503 503	LADO refers to police for initial evaluation.
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Share information
Decide action; consider Initial Allegation Management Meeting and voice of the child to inform action.

Single agency investigation by employer.	CSC investigation.	Police investigation.
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Agree Outcomes
Substantiated / Unsubstantiated / Malicious / Unfounded or False.

<p>Actions:</p> <ul style="list-style-type: none"> • No further action. • Professional advice, guidance, training. • Disciplinary process. 	<ul style="list-style-type: none"> • Criminal prosecution. • Dismissal. • Referral to: <ul style="list-style-type: none"> - Disclosure & Barring Service. - Regulatory Body. 	<p>Identify any learning for practice.</p>
		<p>Understanding the voice of the child</p>