

WOLVERHAMPTON SAFEGUARDING TOGETHER

7 MINUTE BRIEFING: LADO (Local Authority Designated Officer)



What is a LADO and what do they do?

All Local Authorities must have a Local Authority Designated Officer (LADO) to be involved in the management and oversight of individual cases for dealing with allegations against people who work with children, whether that is in paid employment or a voluntary capacity.

The Local Authority Designated Officer (LADO) will provide advice and guidance to employers and voluntary organisations, liaising with police and other agencies with regards to allegations against those who work with children and young people (CYP), and monitor the progress of cases to ensure they are dealt with as quickly as possible, in a consistent and fair manner.

The LADO for the City of Wolverhampton Council is Kenny Edgar and he can be contacted on 01902 550 477 or alternatively please email LADO@wolverhampton.gov.uk for any advice and to discuss any concerns with regards to allegations for those who work with children and young people. Please see the attached link to the left for the detailed and comprehensive document that explains the briefing in more detail.

Link to the comprehensive LADO document:

https://www.wolverhamptonsafeguarding.org.uk/images/2022/Local_Authority_Designated_Officer.pdf

Minutes from Positions of Trust (POT) Meetings

- Minutes from POT will be shared with the attendees of the relevant meeting and distributed to them accordingly and where required. It is a requirement of those attending the meetings to review the minutes and highlight any discrepancies and factual inaccuracies from the meeting to the LADO **within ten working days** of receipt of the minutes. This is so the LADO can make alterations as required and ensure all parties have an accurate copy of these minutes.

- Minutes should be kept in the **RESTRICTED** or **CONFIDENTIAL** section of agency files and the minutes must **not** be kept in the child's file, whether paper or electronic and should not be shared without the permission of the LADO.

- If further disclosure is requested by another party or an external agency, please refer to the LADO for this and an example of this may be a request for the minutes from the Disclosure and Barring Service. The LADO will address this with those requesting the minutes directly to ensure compliance with GDPR.

Transferable Risk

This relates to events and matters that may occur in an employee's or volunteer's private life that may highlight there is a transferrable "risk" to the CYP they work with in their professional life. The LADO will consider such cases, in liaison with relevant agencies such as the Police, Children's Social Care and the employer to determine the right course of action to address these risks.

Examples may include those who are involved in acts of violence towards others or if there are concerns with regards to Domestic Abuse for the employee/volunteer. If there are issues with regards to the employee/volunteer and their problematic use of alcohol and/or drugs which would make them a risk of harm to children and young people or if they are involved with Person's who are deemed to pose a risk of harm to CYP and what this means for their professional role.

Outcomes

There are five allegation Outcome categories to the management of allegations process:

Substantiated: There is sufficient identifiable evidence to prove the allegation

False: There is sufficient evidence to disprove the allegation

Malicious: There is clear evidence to prove there has been a deliberate act to deceive and the allegation is entirely false

Unfounded: There is no evidence or proper basis which supports the allegation being made. It might also indicate that the person making the allegation misinterpreted the incident or was mistaken about what they saw. Alternatively, they may not have been aware of all the circumstances and information.

Unsubstantiated: This is not the same as a false allegation and this is more of a neutral outcome. It means that there is insufficient evidence to prove or disprove the allegation. The term, therefore, does not imply guilt or innocence but this is an open-ended outcome.

The scope and thresholds to allegations

All organisations working with CYP should have in place clear policies in line with those from Local Safeguarding Children's Boards for dealing with allegations against people who work with children.

There are the four thresholds to consider for a referral to the LADO:

- behaved in a way that 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 that indicates they may pose a risk of harm to children
- behaved or may have behaved in a way that indicates they may not be suitable to work with children

Allegations can include current as well as historical concerns and allegations.

<https://www.gov.uk/government/publications/working-together-to-safeguard-children--2>
[Keeping children safe in education 2021 \(publishing.service.gov.uk\)](https://www.gov.uk/government/publications/keeping-children-safe-in-education-2021)

Advice

The LADO offers a no named advice service to all who have concerns about a person who is working with CYP whether that is in a paid or voluntary capacity.

The LADO will advise those seeking advice their view with regards to whether this meets the threshold criteria or not, what should happen next, and the relevant actions needed.

If the concerns do not meet the threshold criteria, advice will be offered about how to manage the concerns.

[Managing allegations against employees and volunteers - Wolverhampton Safeguarding Together](#)

Progression of Referrals to the LADO

- When a written referral is received, the LADO will contact the referrer to discuss:

[1] Any perceived risk to CYP and how that risk will be managed [2] any immediate safeguarding decision in respect of the employee/volunteer [3] agree the next steps to address the concerns and allegations with regards to the subject/employee

- If threshold for continued involvement with the LADO is met and a multi-agency Initial Position of Trust Meeting (POT) is required to address the allegations this should be held **within five working days** of the referral being received to consider:

[1] The investigation of any criminal offence and if this is appropriate and required [2] whether support/liason is required with Children's Social Care to protect any CYP from harm [3] any perceived need for any investigation and/or disciplinary action by an employer. An action plan will be formulated and tasks assigned under the three strands of investigation at the Initial POT Meeting. A Review POT meeting will be held **within 28 days** to review the progress against the plan. Further Review POT meetings will take place at **agreed intervals as required/necessary** to address the allegation. The LADO will monitor progress in all cases **monthly** until they are successfully addressed and completed.