



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

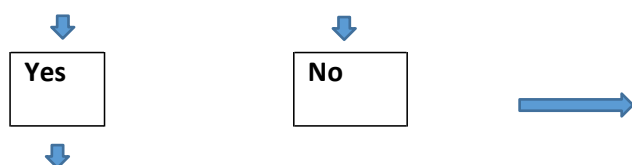
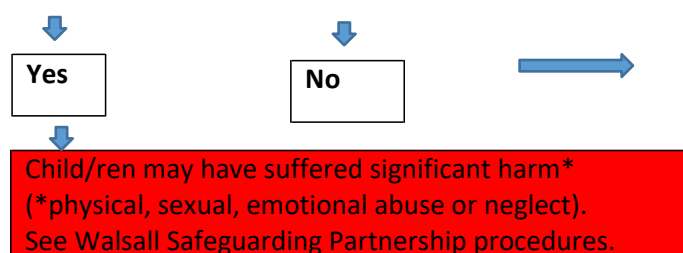
Quick Reference Guide

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

- behaved in a way that has harmed a child, or may have harmed a child, or
- possibly committed a criminal offence against or related to a child, or
- behaved towards a child or children in a way that indicates they may pose a risk of harm to children, or
- behaved or may have behaved in a way that indicates they may not be suitable to work with children

A child is anyone under 18 years old.

See page 2 for further guidance – *What the Local Authority Designated Officer (LADO) needs to know about*



Do the following/Contact details:

Contact Walsall Children's Services (MASH)
0300 555 2866 op 2 Emergency Duty Team
 (out of hours) **0300 555 2922** or **01922 652922**
 or Police – Public Protection Team **101 ext. 8115800** as a priority.

Ensure you safeguard and support the child/ren.

Inform parents/carers unless doing so may put the child/ren at risk.

Subsequently contact the LADO via the online referral form:

[Safer Employment & the LADO \(Allegations\) -](#)

You do not need to contact the LADO.

However, other procedures may be relevant e.g. disciplinary or inter-agency safeguarding procedures (Right Help Right Time: continuum of need).

Please contact the LADO via the online referral form:
[Safer Employment & the LADO \(Allegations\) - Walsall Safeguarding Children \(walsallsp.co.uk\)](#)

Before making contact please take note of the following Do's and Don'ts

DO

- Clarify, with the person reporting the matter, basic information such as **what, where, when, who**. It is ok to keep an accurate record of what you are told and keep securely.
- Take all allegations seriously.

DO NOT

- Investigate the matter at this stage. Avoid seeking written statements until after you have spoken to the LADO.
- Seek alternative explanations or offer your own personal view.
- Tell the member of staff/volunteer if this might place the child/ren at risk of significant harm or jeopardise any future investigation.

What the LADO needs to know about

The LADO Service 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 and guidance**.

| The LADO does not need to know about the following | |
|---|--|
| Situation | Advice |
| Concerns about the welfare of a child/ren that are not connected to an adult in a position of trust. | Contact MASH 0300 555 2866 op 2 Emergency Duty Team (out of hours) 0300 555 2922 or 01922 652922 or Police – Public Protection Team 101 ext. 8115800 as a priority . If you are concerned about immediate risk of harm, call the Police on 999 . |
| Allegations or concerns about adults working exclusively with vulnerable adults. | It is the information holder's responsibility to encourage the adult of concern to contact their employer or for them to do so. If you need advice and guidance please contact the Adult Safeguarding Team on 0300 555 2922 . |
| Parental complaints regarding peer on peer bullying. | Follow your organisations anti bully policy and see GOV.UK website. |
| Staff issues that do not relate to child safety or welfare. | Contact your Human Resources provider. |
| Most 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 a child/ren by an adult in a position of trust. Includes - hitting, shaking, punching, aggressive or intimidating behaviour. Note: If concern is about significant harm (e.g. an injury) please contact the MASH first and the LADO second. | |
| Sexual: Disclosure of sexual abuse perpetrated by an adult in a position of trust. Includes - sexual assault, sexual touching, sexual relationship, grooming behaviour, other behaviour that causes concern about a sexual motivation towards a child. Note: If concern is about significant harm please contact the MASH first and the LADO second. | |
| Emotional: An adult in a position of trust emotionally mistreating children. Includes – excessive shouting, belittling, humiliating, persistently choosing to ignore a child's needs. Note: If concern is about significant harm please contact the MASH first and the LADO second. | |
| Neglect: An adult in a position of trust neglecting their duty to keep children safe. Includes – serious or persistent failure to supervise a child/ren adequately. Failure to take action to protect a child from harm or abuse. Note: If concern is about significant harm please contact the MASH first and the LADO second. | |
| 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. Includes - 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 which impacts on child/ren safety/welfare. Behaviour in their private life which may present a transferable risk into their role with children e.g. drug and alcohol misuse which impacts of their ability to do their job safely 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. | |
| May not be suitable to work with children: Consideration of such behaviours should be within the context of abuse and neglect. This should include concerns relating to inappropriate relationships between adults in a position of trust with children/young people. | |