Cumberland Safeguarding Children Partnership

Summary of Allegations Management Procedures

Concern about a member of staff or a volunteer working with children

If a professional receives an allegation or has a concern about the behaviour of a member of staff working or volunteering with children and that suggests they have:

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

Then that professional should:

Report their concerns

Report the concern to the most senior person not implicated in the allegation.

Completion of written record

Complete a written record of the nature of circumstances surrounding the concern, including any previous concerns. Include where the concern came from and brief details only.

Seek advice before proceding – initial discussion

Always contact the Local Authority Designated Officer (LADO) for advice prior to investing the allegation. This is because it might meet the criminal threshold and so your investigation could interfere with a Police or Social Care investigation.

LADO Cumberland – lado@cumberland.gov.uk | 0300 303 3892

The LADO will offer advice on any immediate action required and will assist with employment and safeguarding issues.

Allegations Management Process

If, after your initial discussion with the LADO, it is agreed that the allegation meets the criteria, a record will be logged on the LADO database. A multi-agency meeting may be

convened and you will be invited. This might result in criminal investigation, a Social Care investigation and / or an investigation to inform whether disciplinary action is required. Further meetings might be required and these will be convened by the LADO, with your input at all times.

Further action

Further information on dealing with allegations against those working in a position of trust with children can be found in the Government documents:

Working together to safeguard children 2023: statutory guidance (publishing. service.gov.uk)

Keeping children safe in education 2024